

# Action Plan for Educational Inclusivity

## Stage One:

- Create conversation with the school board
  - Possible changes and additions to curriculum: History, English, Intercultural Literature, Sociology, Environmental Science, African American Studies
  - Additional graduation requirements (gender and ethnic studies, intercultural literature, etc.)
  - Acknowledge issues with the current system
    - See list of grievances document (titled [The Declaration of the Youth](#))
  - Recognize where funding should be allocated
    - Resources for BIPOC students
    - More counseling for students who have faced injustice, racism, and discrimination
- Create awareness conversation with school administrators
  - Discuss implementation of “necessary conversations” on school campuses
  - Realize and acknowledge issues with the current system
    - Training and re-educating teachers and staff (how to address and effectively answer “hard questions”)
      - [Educating Teachers for Diversity: Seeing with a Cultural Eye](#), by Jacqueline Jordan Irvine
      - <https://education.msu.edu/NCRTL/PDFs/NCRTL/SpecialReports/sr293.pdf>
      - <https://www.oecd.org/education/cei/educatingteachersfordiversitymeetingthechallenge.htm>
  - Reading materials that highlight and describe methods and tools for teaching about race and related issues
    - Book Example: Teaching for Black Lives by Dyan Watson

## Stage Two:

Preschool to 2nd grade:

- Teachers assign/read books, videos, and visual resources that promote racial inclusivity (POC lead characters, POC written books, etc.)
- Possible BIPOC guest speakers
  - During integration period (first three years), guest BIPOC speakers celebrating our differences and pushing the “blue eyes, brown eyes” experiment mentality
- Teachers must focus on reaffirming racial identities by intentionally teaching about race and related issues
- For ESL students: resources and documents translated and/or made easy to understand

- 504 students: resources and document made easy to understand, teachers have separate conversations to ensure no child is left behind
- IEP/IDEA students: sensory projects created promoting BIPOC inclusivity (materials include POC characters, songs bringing awareness to these issues, etc)

3rd to 5th grade:

- Teachers assign/read books, videos, and visual resources that promote racial inclusivity (POC lead characters, POC written books, etc.)
  - Teach students how to be antiracist and address concerns of students
- Teachers learn how to address racist/backward thinking in order to ensure racist ideology is put an end to from a young age
  - Video resources can be used to emphasize that everyone is the same no matter of color, gender, or sexual identity
    - Reframe biases to be more open minded and accepting
- For ESL students: resources and documents translated and/or made easy to understand
- 504 students: resources and document made easy to understand, teachers have separate conversations to ensure no child is left behind
- IEP/IDEA students: sensory projects created promoting BIPOC inclusivity (materials include POC characters, songs bringing awareness to these issues, etc)

Middle and High School:

- Teachers and staff establish a safe and comfortable (as much as possible) environment to create dialogue with students regarding necessary conversations
- Train students to be active antiracists and foster active speaking
  - Using assignments such as socratic seminars, class discussions, class projects, etc as the medium to efficiently create such environment
    - Reframe biases to be more open minded and accepting
    - Students will be able to talk about their struggles with their identities (racial, sexual, gender, etc.) in order make others aware of present struggles
- Possible BIPOC guest speakers
  - During integration period (first three years), guest BIPOC speakers to emphasis the importance of breaking the awkward silence when talking about present issues
- For ESL students: resources and documents translated and/or made easy to understand
- 504 students: resources and document made easy to understand, teachers have separate conversations to ensure no child is left behind
- IEP/IDEA students: sensory projects created promoting BIPOC inclusivity (materials include POC characters, songs bringing awareness to these issues, etc)

**Stage 3:**

- Administration and teachers create effective communication with parents, before the school year

- Allowing parents/guardians to be comfortable with their children having these meaningful conversations at school and integrating these at home as well
- Administration and teachers should distribute resources (some below) such as books, movies, and conversation starters to parents/guardians
- Administration and teachers should work together in order to create workshops aiming to educate and create awareness for parents/guardians
  - Allowing parents/guardians to educate themselves and giving them the ability to continue to carry the conversation at home

#### **Stage 4:**

- Once stage one is in motion, discussions of continuation of change will occur

## **Resources**

### **Books**

#### **For Elementary Students**

##### **Preschool - 2nd grade**

- Brown Boy, Brown Boy What Can You Be? By Amisha Gabriel Arthur
- Chocolate Me! By Taye Diggs
- Happy in Our Skin by Fran Manushkin
- Ruby Bridges Goes to School by Ruby Bridges
- Brick By Brick by Guiliano Ferri
- Malcolm Little by Ilyasah Shabaz
- The Day You Begin by Jacqueline Woodson
- White Socks Only by Evelyn Coleman
- Let It Shine by Andrea Davis Pinkney
- Radiant Child: The Story of Young Artist Jean-Michel Basquiat by Javaka Steptoe

##### **3rd Grade - 5th Grade**

- Stella by Starlight by Sharon M. Draper
- Freedom on The Menu by Carole Boston Weatherford
- When A Bully is President by Maya Christina Gonzalez
- Little Leaders: Bold Women in Black History by Vashti Harrison
- The Watsons Go to Birmingham by Christopher Paul Curtis
- Blended by Sharon M. Draper
- Merci Suarez Changes Gears by Meg Medina
- Crow by Barbara Wright

- Lions of Little Rock by Kristin Levine

### **For Middle School Students**

- The Hate You Give by Angie Thomash
- The House on Mango Street by Sandra Cinos
- Between the World and Me by Ta-Nehisi Coates
- This Book is Anti-Racist by Tiffany Jewel
- To Kill a Mockingbird by Harper Lee
- The Black Witch by Laurie Forest
- We Are Not Yet Equal by Carol Anderson
- SLAY by Brittney Morris
- Schomburg: The Man Who Built A Library by Carol Boston Weatherford- 8th
- Why Are All The Black Kids Sitting Together in The Cafeteria by Beverly Daniel Tatum
- The Night Trilogy by Elie Wiesel
- It's Trevor Noah: Born A Crime: Adapted for Young Readers by Trevor Noah

### **For High School Students and Above**

#### **9th-10th Grade**

- The Black Poets by Dudley Randall
- No Choirboy: Murder, Violence, and Teenagers on Death Row by Susan Kulkin
- Go Tell It on The Mountaintop by James Baldwin
- Narrative of the Life of Frederick Douglass: An American Slave by Frederick Douglass
- Home Girls: A Black Feminist Anthology by Barbra Smith
- The Best Short Stories By Black Writers by Gloria Naylor
- Paradise by Toni Morrison
- American Street by Ibi Zoboi- 16
- I know Why The Caged Bird Sings by Maya Angelou
- March by John Lewis
- Kaffir Boy by Mark Mathambe

#### **11th Grade-Adult**

- Beyond Tolerance: How People Across America Are Building Bridges Between Faiths by Gustav Niebuhr
- The Color Purple by Alice Walker
- Jazz by Toni Morrison
- The Autobiography of Miss Jane Pittman by Ernest J. Gaines
- Beloved by Toni Morrison
- If Beale Street Could Talk by James Baldwin
- White Fragility by Robin DiAngelo
- The Bluest Eye by Toni Morrison

# Series & Movies

## Children- Rated E to PG-13

### Netflix

- The Boy Who Harnessed The Wind
- Kevin Hart's Guide to Black History
- What Happened Miss Simone
- The Longshots
- Remember The Titans
- 42
- Dancing in the Light: The Janet Collins Story
- Becoming
- Black Panther
- Queen of Katwe
- See You Yesterday
- The Pursuit of Happiness
- Boy With the Striped Pajamas
- The Help
- The Burial of Kojo
- Same Kind of Different Me

### Amazon Video

- Hidden Figures
- Betty & Coretta
- George McKenna Story
- Ruby Bridges
- Jane and Emma
- Guess Who's Coming to Dinner
- Glory Road
- Souder
- A Century of Black Cinema
- A Different World
- Just Mercy
- I Am Not Your Negro
- Toni Morrison: The Pieces I am
- An American Girl Story: Melody 1963 Love has to Win
- Freedom Writers

### Hulu

- Immortal Life of Henrietta Lacks

- The Tuskegee Airmen
- Akeela and the Bee
- The Secret Life of Bees
- Hoop Dreams
- RENT
- Spanglish
- The Wiz
- Ray
- Doc McStuffins
- KC Undercover
- Black-Ish
- Family Matters
- BlacKkKlansman
- Everybody Hates Chris
- Fresh off the Boat
- Brian Banks

### **Youtube**

- A Class Divided
- Our Friend Martin
- Fences
- Something The Lord Made
- The Butler
- Dreamgirls
- I am Bolt
- Race
- Daughters of the Dust
- Harriet
- Gifted Hands: The Ben Carson Story
- 4 Little Girls
- A Ballerina's Tale
- The Learning Tree

### **Adult- Rated MA and Above**

#### **Netflix**

- Explained: The Racial Wealth Gap
- Time: The Kalief Browder Story
- When They See Us
- 13th
- Who Killed Malcom X?
- The Black Godfather
- The Black Panthers: Vanguard of the Revolution

- Becoming
- Remember The Titans
- Django Unchained
- Moonlight
- American Son
- #BlackAF
- Dear White People
- The Danish Girl
- Indian Horse
- Beasts of no Nation
- The African Doctor
- Self Made: Inspired by the Life of Madam C.J Walker

### **Amazon Video**

- 12 Years A Slave
- A Girl Like Me: The Gwen Araujo Story
- Hidden Figures
- The Watermelon Woman
- Remember the Titans
- Selma
- Fruitvale Station
- American History X
- Men Of Honor
- The Terminal
- Paris is Burning
- Crown Heights
- Straight Outta Compton

### **Hulu**

- Clemency
- Little Fires Everywhere
- Boys Don't Cry?
- Crash
- Vendetta-1999
- Milk
- Whose Streets
- Monsters and Men
- Grownish
- Detroit
- Gospel According to André
- Grace Jones: Bloodlight and Bami
- Lemon
- Whitney

- Sorry To Bother You

### **Youtube**

- Policing the Police
- Jim Crown of the North
- Black Power Mixtape
- Losing Isiah
- The Black Panthers: Vanguard of the Revolution
- Babel
- Chi-Raq
- Get Real
- My Left Foot
- A Girl Like Grace
- Do the Right Thing
- You Laugh But It's True

### **Educational Websites**

- Noname's Book Club
- <https://ca.pbslearning>
- [media.org/collection/kenburnsclassroom/home/](https://media.org/collection/kenburnsclassroom/home/) (for educators)
- [www.tolerance.org](http://www.tolerance.org) (for families)
- <https://www.scholastic.com/teachers/collections/teaching-content/black-history-month/> (for educators)
- <https://www.nytimes.com/interactive/2018/obituaries/overlooked.html> (for educators)
- <https://www.iheart.com/podcast/stuff-you-missed-in-history-cl-21124503/> (for families, individuals)
- [https://blacklivesmatter.com/wp-content/uploads/2018/01/BLM\\_HealingAction\\_r1.pdf](https://blacklivesmatter.com/wp-content/uploads/2018/01/BLM_HealingAction_r1.pdf) (for educators, families (parents), individuals)
- [https://blacklivesmatter.com/wp-content/uploads/2017/10/BLM\\_HealinginAction-1-1.pdf](https://blacklivesmatter.com/wp-content/uploads/2017/10/BLM_HealinginAction-1-1.pdf) (for for educators, families, individuals)
- [https://blacklivesmatter.com/wp-content/uploads/2017/10/BLM\\_Trayvon\\_toolkit\\_english.pdf](https://blacklivesmatter.com/wp-content/uploads/2017/10/BLM_Trayvon_toolkit_english.pdf) (for those who want to become an activist)
- [https://blacklivesmatter.com/wp-content/uploads/2017/10/BLM\\_Trayvon\\_toolkit\\_spanish.pdf](https://blacklivesmatter.com/wp-content/uploads/2017/10/BLM_Trayvon_toolkit_spanish.pdf) (for those who want to become an activist, spanish version)
- <https://blacklivesmatter.com/wp-content/uploads/2017/10/Toolkit-WhitePpl-Trayvon.pdf> (for families, particularly white families)
- [https://issuu.com/nlc.sf.2014/docs/beyondthestreets\\_final/1?ff](https://issuu.com/nlc.sf.2014/docs/beyondthestreets_final/1?ff) (for those who want to keep the momentum going)

## **Music** (Artists with suggested song(s))

- **Jazz**
  - Louis Armstrong- Black and Blue, What a Wonderful World
  - Kamasi Washington- Re Run Home, Fists of Fury
  - Jazzmeia Horn- Love and Liberation
  - Duke Ellington-Symphony in Black, It Don't Mean a Thing
  - Ella Fitzgerald- Summertime, Someone to Watch Over Me
  - Nina Simone- Lovely Precious Dream, Backlash Blues, to be Young, Black, & Gifted
- **Blues**
  - Sam Cooke- A Change is Gonna Come, Wonderful World
  - James Brown- Say It Loud, Living in America
  - Ray Charles- What'd I Say, Georgia on my Mind
  - Bessie Smith-Work House Blues, I Want Every Bit of It
- **Rock**
  - Jimi Hendrix- Purple Haze, Freedom
  - Prince- Black Sweat, When Will We B Paid, Baltimore
- **R&B**
  - Marvin Gaye- What's Goin On, Inner City Blues
  - Aretha Franklin- Respect, Soulville
  - Mereba- Black Truck, Stop Hating Start Trying, The Jungle is the Only Way Out, End of Daze
  - Noname- Blaxploitation, Diddy Bop
  - Erykah Badu- Love of My Life, On and On, Time's A Wastin
  - Nina Simone- Mississippi Goddam, I Wish I Knew How It Would Feel to Be Free
  - Rihanna- American Oxygen
  - Lauren Hill-Black Rage, Miseducation of Lauren Hill, Ready or Not
  - Beyonce- Freedom, Formation
  - Alicia Keys- We Gotta Pray, Ghetto Story, Holy War
  - John Legend- Glory, Preach
  - Solange- Don't Touch my Hair, When I Get Home
- **Hip Hop/ Rap**
  - Kendrick Lamar-Alright, Paramedic, DNA, Black Panther, M.A.A.D City
  - Tupac- T.H.U.G L.I.F.E, Trapped, Keep Ya Head Up, Dear Mama, Can U C the Pride in a Panther
  - Kota The Friend-For Colored Boys
  - 21 Savage- Nothin New
  - Killer Mike- Don't Die, A Word for the Firing Squad

- Rhapsody- Power
- Biggie Smalls- Think Big, Mo Money Mo Problems, One More Chance
- J-Cole- Immortal, Neighbors, Crooked Smile, 4 Your Eyez Only
- YG- FDT, One Time Comin’
- Nas-Cops Shot The Kid, Black Girl Lost
- Saba- Sirens, Care for Me
- Childish Gambino- This is America, Redbone, Boogieman
- Blood Orange- Sandra’s Smile
- Public Enemy- Fight the Power, Can’t Truss It, Harder Than you Think
- Princess Nokia- Brown Girl Blues, Tomboy
- Jay-Z-Black Habits, Last Supper, Let Migo
- D-Smoke- Spiritual, The Story of O.J
- **Motown**
  - Stevie Wonder- Ebony & Ivory, Pastime Paradise, Living For The City
  - The Supremes- Stop in the Name of Love
  - Diana Ross- I’m Coming Out, I Will Survive
  - The temptations- I Wish it Would Rain, Soul to Soul
  - The Isley Brothers- Fight the Power, Testify
- **Pop**
  - Micheal Jackson- They Don’t Care About Us, Black or White, Man in the Mirror
  - Janelle Monae- DJango Jane, Q.U.E.E.N, Electric Lady
  - Umi- Mother
  - Raveena- Lucid
  - Teyana Taylor- Rose in Harlem, We Got Love, Made It
  - Steve Lacy- Dark Red, Apollo XXI
- **Reggae**
  - Bob Marley- Get Up Stand Up, Revolution, Concrete Jungle, Africa Unite, War, Burnin and Lootin
  - Chronixx- Here Comes Trouble, Ain't No Giving In, Capture Land
  - Damian Marley- Road to Zion, Away in Paradise, Love & Unity, Welcome to Jamrock
  - Protoje- Who Knows, Resist No Evil
  - Jah9-Ma’at, Unafraid, Note to Self, Gratitude
  - Koffee- W, Throne, Rapture
  - Skip Marley- Lions, That's Not True, Refugee, Cruel World
  - Sizzla- Stronger Than Before, Thank You Mama, Simplicity
  - Jah Cure- Songs of Freedom, Life is Real
  - Tarrus Riley- Human Nature, Africa Awaits

# Conversation Education

For educators:

Before you have any conversation, make sure you educate yourself and are prepared to answer questions

<http://www.tolerance.org/sites/default/files/general/TT%20Difficult%20Conversations%20web.pdf>

For families:

Before you have any conversation, make sure you educate yourself and are prepared to answer your child's questions

[https://www.understandingrace.org/resources/pdf/family\\_guide.pdf](https://www.understandingrace.org/resources/pdf/family_guide.pdf)

For individuals and couples:

Before you have any conversation, make sure you educate yourself and are prepared to answer questions

<https://www.netimpact.org/blog/talking-about-race?action>

## Why this plan works:

- The first step is to address the issue with the board, superintendent, and school administration
  - <http://www.nea.org/home/13054.htm>
  - <https://www.tandfonline.com/doi/abs/10.1080/00405848409543102?journalCode=htip20>
- Stage two addresses the need and mode for education of teachers as a teacher's opinion and education is directly correlated to the opinions and knowledge formed by students
  - <https://www.brookings.edu/articles/unequal-opportunity-race-and-education/> (What Difference Does it Make? section)
- Stage three addresses the parents and legal guardians. The proverb "it takes a village to raise child" is indeed true and with effective communication between administration and teachers with parents, this action plan will survive the integration period and will cause substantial positive change when dealing with the bigger issue, systemic racism
  - <https://eric.ed.gov/?id=ED444109>
  - <https://psycnet.apa.org/fulltext/2012-03845-001.html> (if parents/legal guardians expect their children to be open minded and understand the issues at hand, children are likely to comply)
- Stage four addresses continuing the progress made. A plan will be formed after assessment of the integration period.

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