

Hi all,

I am so excited to start the year with you all soon! I'm also looking forward to working together at training next week, and will be facilitating some sessions around Culturally Responsive Teaching through an Anti-Bias/Anti-Racist lens. To start the year off, we will be doing some self-reflection around our own cultural identity and values. I will be doing a session on Tuesday just with new staff, and another on Wednesday with all staff. Before we meet as a group on Wednesday, please take a minute to review the models of culture as an iceberg and as a tree (below). If you want to do a bit more learning about these concepts, [this](#) is a good overview (not required reading, but helpful!) Please review the handouts below and come ready to share what came up for you.

I'll leave you all with a few quotes that sum up why we're starting with this work as we prepare for our students.

"Being responsive to diverse students' needs asks teachers to be mindful and present. That requires reflection. Engaging in reflection helps culturally responsive teachers recognize the beliefs, behaviors, and practices that get in the way of their ability to respond constructively and positively to students. The true power of culturally responsive teaching comes from being comfortable in your own skin because you are not a neutral party in the process. You can never take yourself out of the equation. Instead, YOU must commit to the journey."

Zaretta Hammond (Culturally Responsive Teaching & The Brain, p 53)

"The internal work matters...a lot. You cannot disrupt if you don't understand how systems of oppression work. You cannot understand how systems of oppression work until you come to terms with how they have worked on you."

Tricia Ebarvia, via Kimberly Parker (Literacy is Liberation, p 9)

Can't wait to get started! Please feel free to reach out if you have any questions, thoughts, concerns or feedback!

See you all soon!

Cody Tolon Macoslay (she/her)
Director of Equity & Inclusion