

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!

Cady Tolon Macaulay (she/her)
Director of Equity & Inclusion

Reading Results Tutor Training Fall 2024

ABAR Prep Work

Look at the models of culture below. Choose one concept from each culture level (Surface, Shallow, Deep). Think of how your personal culture is reflected.

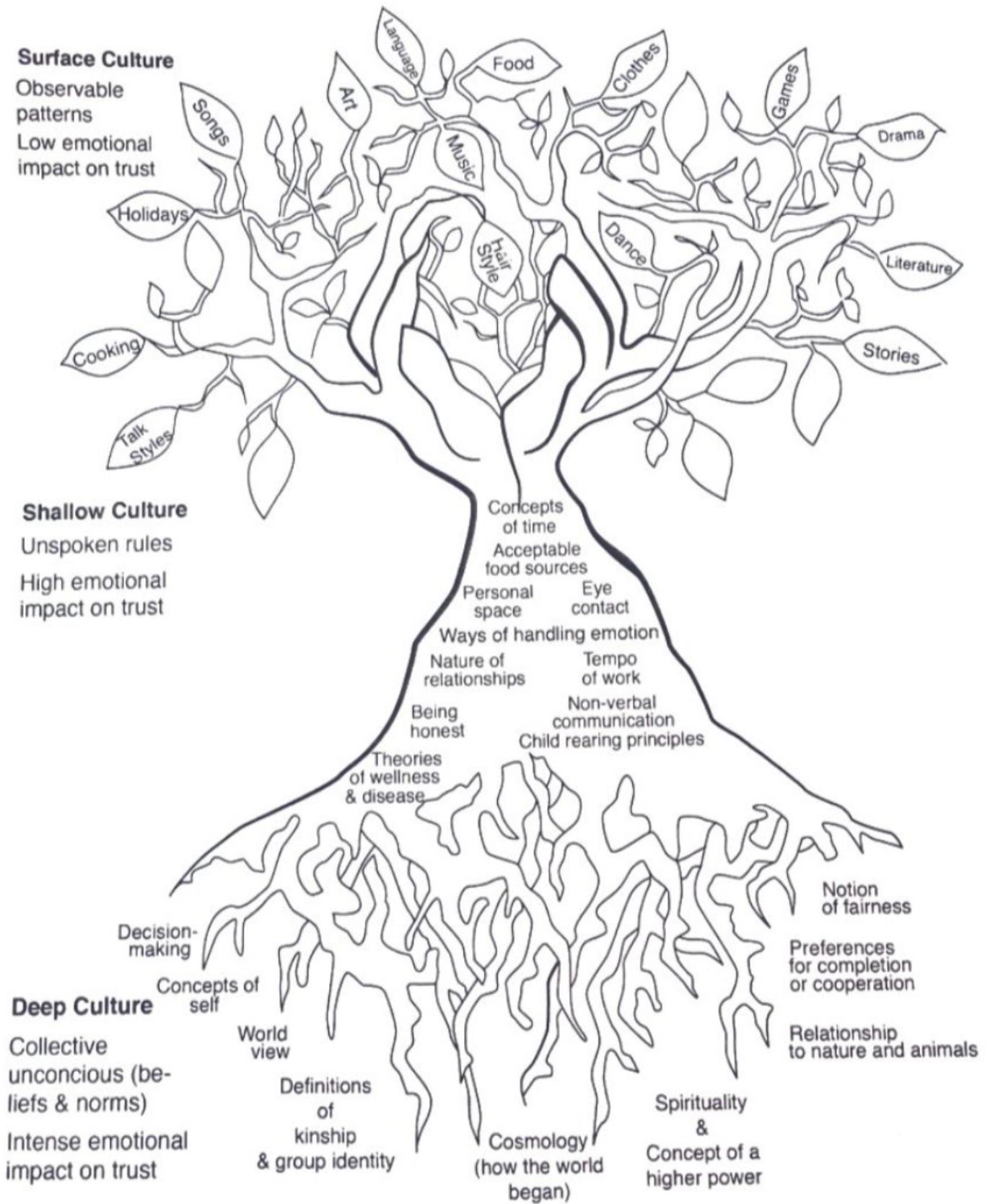
- Does it align with dominant culture, or not?
- Can you think of a time when your culture was affirmed or dismissed?
- Have you witnessed a “push” against that culture?

Try to come up with specific examples of how your cultural identity and values are either reflected or contradicted in dominant culture.

For example:

“Decision Making – I grew up in an egalitarian society, where everyone’s voice is valued in decision making. From having mock elections in class, to everyone in my family voting for whatever movie we were going to see. I value everyone’s voice mattering the same. I have a friend from a different culture where things are very hierarchical and they really value top-down decision making, and deferring to those who have more education and experience to help us decide. This is really hard for me to wrap my mind around!”

“Modes of communication - My husband’s family and culture really values direct communication. If you want something, you say it, and you can’t be upset if something happens and you didn’t speak up about it! I used to live in a country/culture that really operates indirectly, and uses context and non-verbal language to create meaning. There are a lot of unspoken rules and assumptions about how you should act and what you should do. When my friends from this culture and my husband hang out, there is always a misunderstanding, and someone’s feelings get hurt. They are usually minor misunderstandings, but they add up, and over time, the rift has been getting bigger between them.”



Culture Iceberg

