



*“Promoting Academic Success for Every Student”
A Division of the American School Counseling Association*

CASC Board Statement Addressing Equity, Social Justice and Anti-Racism

The California Association of School Counselor’s (CASC) Board of Directors condemns acts of violence and injustice against the Black community. The violence and racism against our Black community is not a new phenomenon with Rayshard Brooks, George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, and Nina Pop being only some of the most recent in a long list of named and unnamed innocent community members who were blatantly targeted due to the color of their skin. All lives can’t matter until all Black lives matter, which also includes the Black trans and LGBTQ+ community as a whole who face greater marginalization from their intersectional identities.

The American School Counseling Association (ASCA) deems it as a school counselor's professional and ethical responsibility to meet the needs and serve ALL students. Inequities exist for Black, Indigenous, People of Color (**BIPOC**) in all systems within our society. The educational system is designed to perpetuate institutional racism, through implicit and explicit bias, disproportionate achievement and suspension rates, and eurocentric curriculum. The data shows that we are failing Black and Brown students. Black students are 3.5 times more likely to be suspended or expelled than their white peers, contributing to the school-to-prison pipeline especially for Black students ([Elias](#), 2013). School counselors play a critical role in highlighting, disrupting, and dismantling these inequities.

School Counselors:

- Uphold CA [PPS Standards](#) which include education on the historical, generational, and institutional trauma that has been endured and recognize that BIPOC continue to experience trauma daily.
- Examine internal biases, acknowledge blindspots, and challenge themselves to learn from those around them.
- Serve as change agents of social justice who are uniquely positioned to address and prevent these inequities experienced by students throughout their formative educational journey.
- Remain informed and engaged in issues of injustice, racism, oppression and violations of human rights by stepping into the discomfort of this conversation.
- Provide tiered mental health supports for Black students disproportionately impacted by the pandemic and systemic racism.
- Advocate for change in policies, practices, and procedures that have historically marginalized and oppressed groups resulting in injustice, bias, institutional racism, and achievement and discipline gaps.
- Support families and staff by providing them with tools to integrate topics of race, diversity, equity and social justice into their everyday practice.
- Provide a data-driven, comprehensive developmental school counseling program that addresses race, white privilege, anti-racism, diversity, equity and inclusion.



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CASC is committed to:

- Examining our current educational practices within the nation, state, district, and schools to ensure we actively work to dismantle destructive systemic inequities of racism.
- Advocating for changes in legislative policies to increase school-based mental health support for students and combat the school-to-prison pipeline.
- Providing professional development and facilitating courageous conversations to assist school counselors to recognize and understand the impact of racism, microaggressions, and white privilege in our schools and society.
- Being co-conspirators with BIPOC through increased Board professional development, ongoing reflection, and activism.
- Actively recruit diverse leaders, presenters, members and conference attendees that represent the rich diversity of California.

Action steps

- CASC has initiatives and resources aimed at combating racism in schools and educating the school counseling community, which include:
 - Executive Director’s statement and resources
 - Board follow-up meetings to process and plan for work moving forward
 - Form a committee focused on Equity, Social Justice and Anti-Racism
 - Free Virtual Webinar: Unpacking Covert Racism in K-12 Schools, June 18, 2020, 11 a.m. PST, presented by Enrique Espinoza (An additional webinar is in development for this summer.)
 - Anti-racism and social justice-themed articles in the CASC Counselor Connection
 - Create safe forums for people to engage in conversations about race
 - Fall virtual conference entirely dedicated to equity, social justice, and anti-racism
 - Ongoing legislative, legal and advocacy work with ACLU to increase access to school-based mental health professionals in education
 - Dialogue and engage in professional development as an association
 - Provide and update educators with social justice and anti-racism resources

CASC welcomes feedback from members to contribute to the collective voice on these matters. If you are interested in sharing your input around issues of social justice, equity, and anti-racism, or would like to provide suggestions on how CASC can work collaboratively towards dismantling institutional racism, please contribute [HERE](#).