

Maine Education Association

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Key Questions for Equitable Outcomes

- Who am I?
- Is this the right environment for me?
- Do all students feel welcome and comfortable in my office?
- Do I truly believe that all students can be successful with the proper supports?
- What is my privilege?
- How does my privilege affect my pedagogy and my relationships with students and communities?
- What biases am I bringing into my classroom pedagogy and relationships?
- How have my biases affected my ability to build relationships and empathize with my students?
- Am I open to feedback from students and parents that are critical of my pedagogy?
- Am I an ally or accomplice to anti-racist work and how do my actions support that conclusion?
- Am I a racist or an antiracist and how do my actions support my conclusion?

4 questions for Equity Audit

- Does harmony exist in your school because the BIPOC/LGBTQ staff and student population is silenced or invisible?
- Do you allow BIPOC/LGBTQ students and staff to lead in matters that aren't specifically related to cultural competencies?
- Do you rely solely on BIPOC/LGBTQ students and staff for issues that affect the BIPOC/LGBTQ population in your school?
- Do you support teachers, parents, administrators, or lawmakers who attempt to silence or minimize the voices of BIPOC/LGBTQ students and staff?

Breakout Session

Podcasts/Videos

[Ms. Buchanan's Period Of Adjustment - Malcolm Gladwell](#)

[Citizen Ed Freedom Fridays – “Black vs Board of Education” Youtube](#)

[Unintended Consequences - Youtube](#)

Books

Derrick Bell – Silent Covenants

Fugitive Pedagogy - Jarvis Givens

The Education of Negroes in the South - James Anderson

Jim Crow's Pink Slip - Leslie Fenwick

Punished for Dreaming - Bettina Love

Articles/Essays

[Long Term Exposure to Same Race teachers](#)

[Exposure to Same Race Teachers and School Discipline](#)

[Gifted Disproportionality](#)

[The Whole US is Southern](#)

[Who believes in me? The effect of student–teacher demographic match on teacher expectations](#)

[Web Dubois – Are Separate Schools Necessary?](#)

[Zora Neal Hurston – Letter to the Orlando Sentinel](#)