

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the page, framing the central white area where the text is placed.

THE FRIENDS SELECT SCHOOL ANTIRACIST AUDIT

LIFELONG LEARNERS

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In-Service Programs at FSS

Our professional development since 2000 has included:

- ▶ Wellness initiatives and practices
- ▶ Things Quaker
- ▶ Tech Talks, especially AI
- ▶ Affinity groups
- ▶ AntiRacism workshops

Where we started with community antiracism

- ▶ All employees reading *Caste: The Origins of our Discontent* by Isabel Wilkerson
- ▶ All employees watched *Origin*, the film version of *Caste*
- ▶ All employees read *Great Small Things* by Jodi Picoult
- ▶ All employees read *In the Shadow of the Ivory Tower* by Davarian Baldwin
- ▶ All employees listened to *The Sum of Us* podcasts by Heather McGee
- ▶ All employees watched Joy Buolamwini's TED Talks

Heather McGee: The Sum of Us

Podcast Episodes

- ▶ "Introducing: The Sum of Us"
- ▶ "Why Can't We Have Nice Things?" (E1)
- ▶ "Memphis, TN: The Sweetest Water in the World" (E2)
- ▶ "Orlando, FL: The Land of Second Chances" (E3)
- ▶ "Kansas City, MO: Flipping Burgers" (E4)
- ▶ "Lewiston, ME: A New Crop" (E5)
- ▶ "Minden, NV: The Last Sundown Siren" (E6)
- ▶ "Dallas, TX to Albuquerque, NM: A Journey of Faith for Reproductive Rights" (E7),
- ▶ "Manhattan Beach, CA: Swimming Together" (E8)
- ▶ "The America That's Becoming" (E9)

Adding “Nest” discussion groups

- ▶ Grouping mix by racial affinity, divisions, departments, age
- ▶ Ideal group is a blend of people and positions
- ▶ One administrator in each group
- ▶ We want as much diversity of every kind in each nest
- ▶ Why Nests? The falcon is our mascot & we have an area of our lower level called the Falcon’s Nest

Quaker Testimonies - SPICES

Simplicity

Peace

Community

Equality/Equity

Stewardship

The idea of a personal anti-racist audit

- ▶ The idea to create an anti-racist personal audit that every member of our community can use came out of the 2021 NAIS Strategy Lab and our school's larger conversations around anti-racist work. The goal of this initial iteration of the audit is to begin thinking concretely about anti-racist work we have done as individuals and the next steps we would like to take. It is also to gather feedback about the structure and questions on the audit, so that future iterations serve our full community as effectively as possible.

- ▶ “An antiracist is someone who is expressing an antiracist idea or supporting antiracist policy with their actions.” Ibrahim X.Kendi
- ▶ In the chart below, list any specific steps you have taken in your work to be anti-racist. While the quadrants represent a linear progression (Pre-Learning, Receptive Learning, Active Learning, Teaching), you may be working in multiple quadrants at once on different topics.
- ▶ In the last row, please share your responses to and suggestions for the audit.

Pre-Learning: *I have not taken any anti-racist education steps on these issues, **but** these are the topics I am most curious about.* List those topics here.

Receptive Learning: *I am taking in new information through readings, videos, or lectures.* List those here.

Active Learning: *I am grappling with my understanding of new information through participatory workshops, conferences, or other PD.* List those here.

Facilitating or Teaching: *I have assumed facilitating and/or teaching roles with students and/or other adults.* List those here.

Responses and Suggestions for the Audit: Responses and suggestions can range from your feelings working through the audit, to functionality of the categories, suggestions for more effective prompts, and anything else.

Pre-Learning

I have not taken any antiracist education steps on these issues, but these are the topics I am most curious about.

List those topics here.

Receptive Learning

I am taking in new information through readings, videos, or lectures.

List those here.

Active Learning

I am grappling with my understanding of new information through participatory workshops, conferences, or other PD.

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Facilitating or teaching

I have assumed facilitating and/or teaching roles with students and/or other adults.

List those here.

Responses and Suggestions for the Audit

Responses and suggestions can range from your feelings working through the audit , to functionality of the categories, suggestions for more effective prompts, and anything else.

Examples of how we use Nest groups & the antiracist audit

- ▶ This year we listened to episodes of *The Sum of Us* podcast and watched the movie *Origin* as a community. How do we pull lessons learned into our everyday practice at school?
- ▶ How is the work that we do in our nest groups anchored in making change in our community?
- ▶ What is one thing that you want to do over the summer that centers our school's anti-racist commitments? What is your plan of action?



STARTING YOUR ANTI-RACIST AUDIT & DISCUSSION

- ▶ Take some time to fill in the personal anti-racist audit.
- ▶ Discuss what is hard, what needs more consideration, what needs more work
- ▶ What does your school do to further their community in antiracist efforts?

Try your own!

▶ Bit.ly/antiracistaudit