



Hello And Thank You

Derek Francis – Manager of Counseling Services for Minneapolis Public Schools, MSCA, MN Counselors of Color Affinity Group

Why am I here? Passionate about antiracism and helping students, staff and the community grow in cross cultural relationships

Been a School Counselor For 8 Years – North High and Champlin Park High School. Professionally speaking for 3 years. My dream

Who Do We Have Here? High school? Middle school? What city/state?



This is A

- Learning Space
- Vulnerable Place
- Proactive

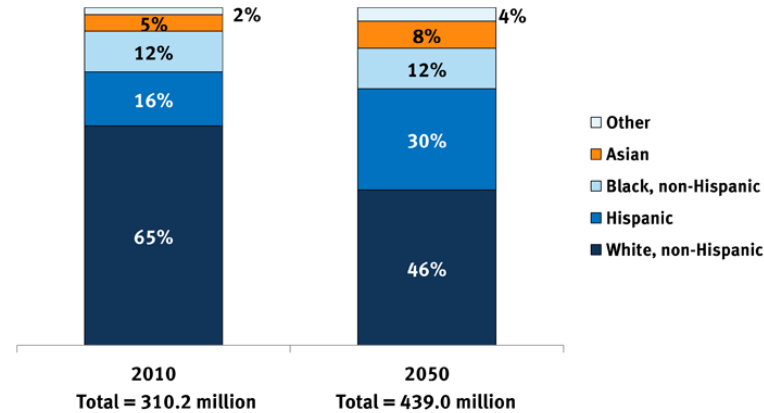
Do something different because of today's session.



Why is This Important

- Increase in racial bias incidents in our country.
- More diversity in our country
- Post secondary application by race
- The importance of school environment
- Ourselves, our students, be proactive

Distribution of U.S. Population by Race/Ethnicity, 2010 and 2050

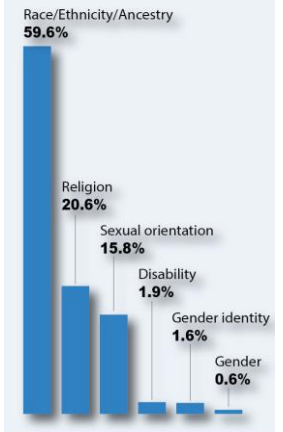


NOTES: All racial groups non-Hispanic. Other includes Native Hawaiians and Pacific Islanders, Native Americans/Alaska Natives, and individuals with two or more races. Data do not include residents of Puerto Rico, Guam, the U.S. Virgin Islands, or the Northern Mariana Islands.
 SOURCE: U.S. Census Bureau, 2008, Projected Population by Single Year of Age, Sex, Race, and Hispanic Origin for the United States: July 1, 2000 to July 1, 2050. <http://www.census.gov/population/www/projections/downloadablefiles.html>.



Bias Motivations

Law enforcement agencies reported 7,106 single-bias incidents to UCR in 2017. A distribution of victims by bias type shows the following biases:



Hate Crime Statistics, 2017

Indicator 23: Postsecondary Graduation Rates

(Last Updated: February 2019)

“The 6-year graduation rate for first-time, full-time undergraduate students who began their pursuit of a bachelor’s degree at a 4-year degree-granting institution in fall 2010 was highest for Asian students (74 percent), followed by White students (64 percent), students of Two or more races (60 percent), Hispanic students (54 percent), Pacific Islander students (51 percent), Black students (40 percent), and American Indian/Alaska Native students (39 percent).”

The 1990 Student Right to Know Act requires degree-granting postsecondary institutions to report the percentage of

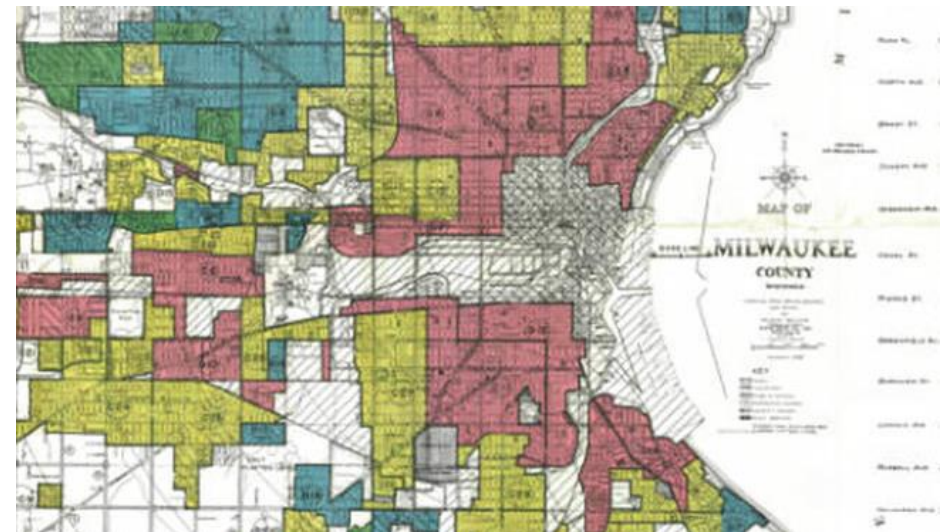
MOST COMMON RACE OR ETHNICITY OF COUNSELORS

1. White
2. Black
3. Asian

70.6% of Counselors are White, making that the most common race or ethnicity in the occupation. Representing 19.8% of Counselors, Black is the second most common race or ethnicity in this occupation. This chart shows the racial and ethnic breakdown of Counselors.

Construction of US Neighborhoods and Communities

- Redlining
 - White flight
 - Racial Wealth Gap
 - 1968 Fair Housing Act
 - Social impact - police bias
 - Natural systemic racial divides
-
- <https://www.youtube.com/watch?v=O5FBJyqfoLM>

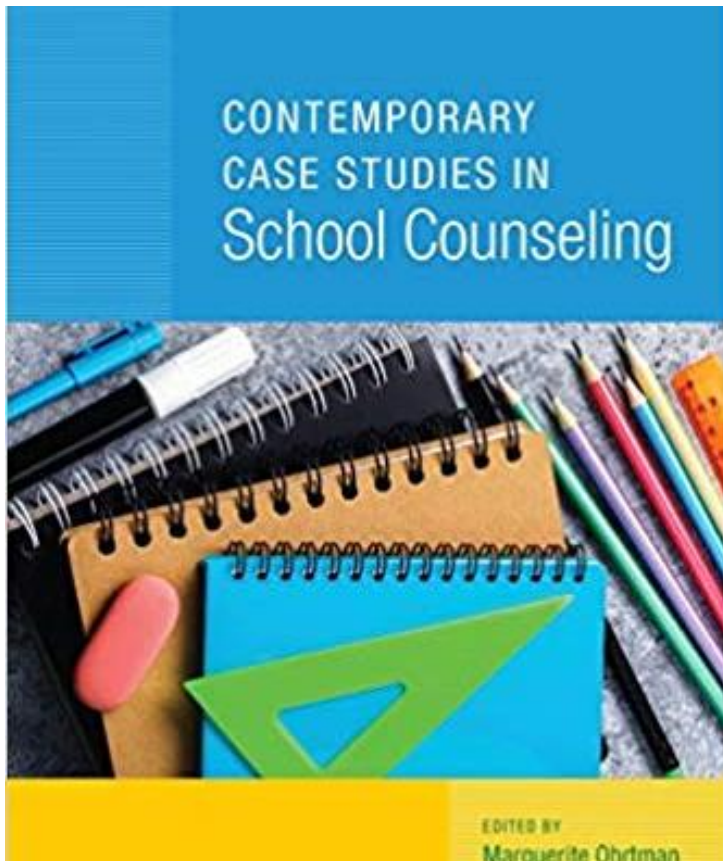




Factors Influencing Our Race Perspective

- US History and Segregation(Say word, race and racism)
 - Family and Upbringing (pride or colorblindness)
 - Friendship Circle (percent of people no friends of color)
 - School (Playmate, lunch table)
 - Community
 - Media
 - Place
-
- How were conversations about race for you growing up?

How Race Bias and Privilege Appears in School Counseling?



ette Definitely needed this training when I was in our class and taking honors and advanced. I had the nerve to recommend I go to a community college at the University of Michigan - Ann Arbor despite my resources.

Francis Joane Bernadette I am heartbroken to hear this from you in high school. Honestly this still is a major issue in counseling, especially in Minnesota.

Reply · 5d

Bernadette Derek Francis yep, why I won't be there.

Reply · 5d

- Course selection process
- College and Career Planning
- Belief in students/family ability to succeed (Low Expectations)
- Understanding Race Based Trauma
- Discipline and referral process
- Lack of race based training
- SEL X Race

Coping with Racial Battle Fatigue

"Weathering the cumulative effects of living in a society characterized by white dominance and privilege produces a kind of physical and mental wear-and-tear that contributes to a host of psychological and physical ailments." -Dr. Ebony McGee, Vanderbilt University

What is Racial Battle Fatigue

Racial battle fatigue is defined as the social-psychological stress response associated with African-American at a historically institution. Signs of racial battle fatigue include frustration, anger, exhaustion, suicidal behaviors, depressive symptoms, anxiety symptoms, physical health concerns (Allen, & Danley, 2007). Some traditional coping methods, such as high effort or grit, can further perpetuate feelings of stress. Alternative coping strategies, such as being a part of a network, participating in

Coping with Racial Battle Fatigue

Re-imagining Our Future

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Traditional Coping Methods


- John Henryism/ High Effort Coping- working twice as hard to prove one's intelligence/worth
- Grit- perseverance of effort to achieve a goal

Physiological & Psychological Effects of Traditional Coping Methods


- Hair loss, fatigue
- Problem eating, high blood pressure, diabetes
- Stress, anxiety, panic attacks
- Depression
- Thoughts of suicide

Alternative Coping Methods

- Be part of a supportive network
- Engage in social justice causes
- Engage your spiritual practices
- Participate in relaxing activities (yoga, meditation, creative outlets, aromatherapy, nature walks)
- Talk with a counselor



Sankofa -- an African symbol from the Akan tribe of Ghana is based on a mythical bird with its feet firmly planted forward with its head turned backwards. The Akan believe the past serves as a guide for planning the future.

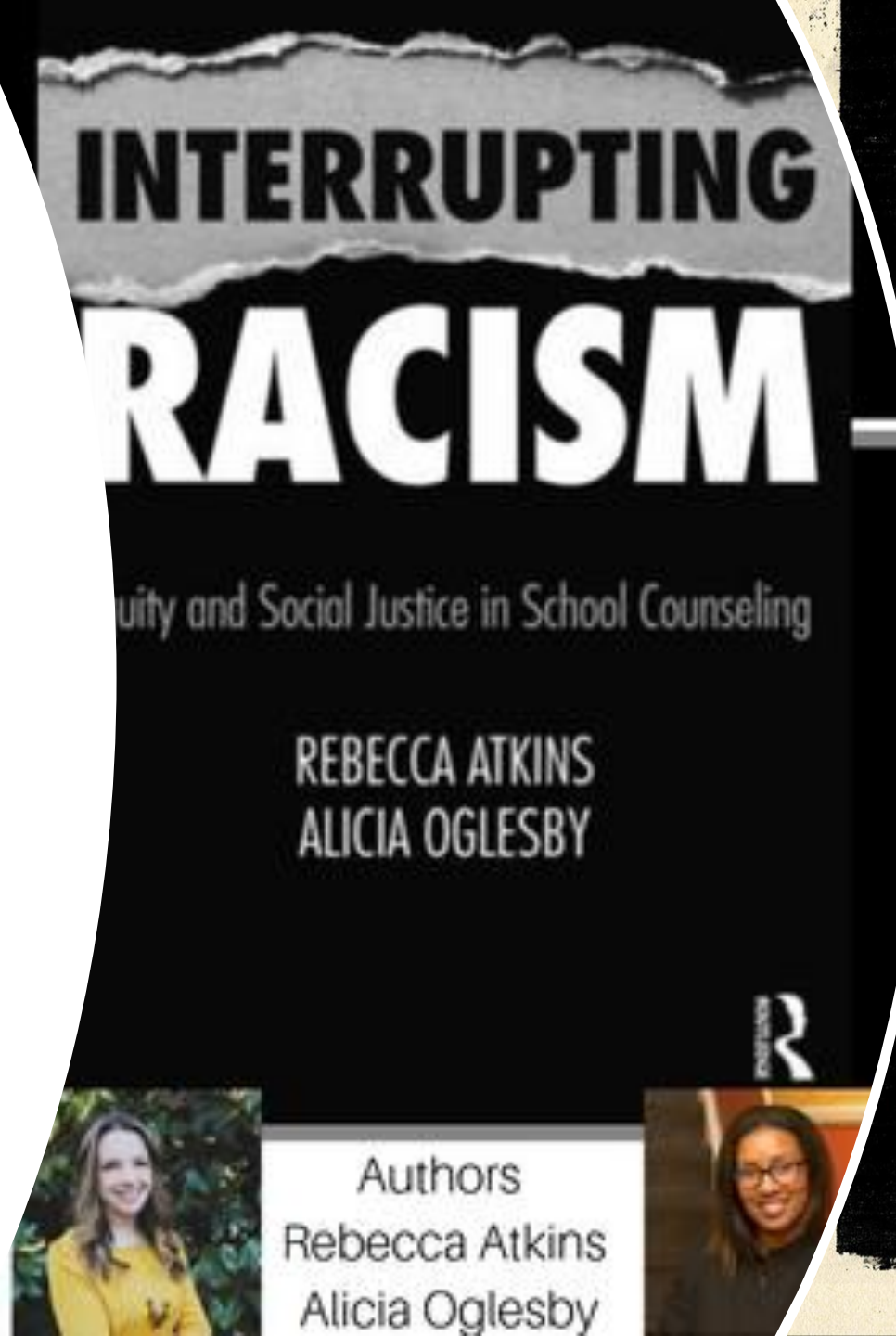
 **GEORGIA SOUTHERN UNIVERSITY**
COUNSELING CENTER

Coping with Racial Battle Fatigue Handout

Racial Battle Fatigue – William Smith, University of Utah

What is Antiracist Educator?

- Awareness of yourself
- Awareness of the systems
- Proactive school counseling
- Advocacy and action



HOW TO BE AN ANTIRACIST

BY THE AWARD-WINNING AUTHOR OF *STAMPED FROM THE BEGINNING*
IBRAM X. KENDI



Race and Hate Incidents in Minnesota Schools Since 2016

- 2020 Maple Grove Middle School – Two African American students jumped a White student posted online
- 2019 Mankato West High School – Anti – immigration graffiti in building
- 2019 Chaska High School - Student in yearbook in blackface
- 2019 Highland Park Middle School – white staff using the N word in front of students
- 2019 Owatonna High School – Social Media post using the N word
- 2018 Burnsville High School – Offensive messaging on school rock
- 2017 Metcalf Middle School – Principal recorded using the N-word
- 2017 New Prague High School – Students allowed to act in KKK garb
- 2017 Champlin Park High School Volleyball players and racially insensitive song lyrics
- 2016 Maple Grove High School – racist graffiti in bathroom
- 2016 Duluth Denfeld – racist and homophobic graffiti in the girls bathroom
- 2016 Washington Technology Magnet – Two racial groups threatening a school “rumble”

How Administration Can Support

- Have humility
- Push school counselors to be leaders with you
- Resistance to Change versus Capacity to Change (Accountability)

Who we do this for?

- Students
- Staff
- Families & Community

Proactively brainstorm and prepare ideas

- Need to Discuss Short-Term and Long-Term Expectations
- Write in your CPA how you will address race in your program

Steps to Prepare Your School Before a Race/Hate Incident

- Create a emergency plan with your Crisis/Climate Team – Who will communicate to students, staff and families? What is the district stance on hate speech? Annual equity and inclusive training for all staff.
- School Climate – past racial situations, School demographics. Hallway and classroom conversations. School pep rally and events. Who is marginalized at the school? Who is recognized and celebrated?
- Social Media – what negative things are trending?
- Proactive school wide lessons – Where during your school day do students talk about hate/bias? How it feels to be discriminated against? How to embrace other cultural identity? What anti hate and bias work is being done?
- Partner with community organizations and leaders from historically marginalized
- Encourage you school to hire more staff from underrepresented populations

CRIME AND JUSTICE NOVEMBER 16, 2016

Bullying in Schools Is Out of Control Since Election Day

How the toxic rhetoric of the campaign has seeped into America's classrooms.



EDWIN RIOS

Reporter

[Bio](#) | [Follow](#)





When Someone Confronts You

- Defensiveness
- Provide cultural resume
- Denial
- Ignore or not address
- MN –nice approach

What are the challenges when confronted? Anyone have it happen?

- See as bad person, in that category 3:00 mark. Stop at 3 min mark
<http://www.milwaukeeindependent.com/syndicated/robin-diangelo-fragility-white-people-hard-talk-racism/>

Addressing The Silence



- Speak Up
- Its ok not to know the exact words
- What are you modeling?
- Have Humility
- Resist the urge to stay silent

For evil to succeed, all it needs is for good men and women to be silent.

- "In the end, we will remember not the words of our enemies, but the **silence** of our friends.



You Attend this Session Today, Now What?

- What is one thing you can do to start recognizing and reducing harm from bias, privilege and racism in your personal and professional life.
- What are some strategies your team can use to create spaces for students to share their racial experiences ?



Lets Stay Connected!

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- LinkedIn
- Future PD planning
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