

9 Ways to Begin A Diversity Conversation With Teachers & Staff

1. Have everyone share their ethnicity, when they first discovered they were different and how it affected them then and now.
2. Have each teacher and staff member share their ethnicity and one thing that is special about their culture and why.
3. Have everyone share what their definition of diversity is, how they actualize that in their classrooms/work settings, in specific and tangible everyday practices in their relationships with the students, and how they integrate diversity into teaching practices and curriculum.
4. Have each teacher/staff share what is good and what is hard talking about race/racism with their students and peers.
5. Have each teacher/staff share what they notice/experienced how racism plays itself out in their school site amongst students/staff/teachers.
6. Have each teacher/staff share how racism has affected their lives and what it has taken for them to get to this room.
7. Have each teacher/staff share how race/racism affects a students' attitude, self-esteem, behavior, and classroom performance.
8. Have each teacher/staff share what they think are effective ways to talk about racism, to deal with the issues of racism and to unlearn it. Also, have them mention what kinds of trainings they would need to sharpen their skills and knowledge.
9. Have each classroom and hallway filled with quotes/pictures from all cultures and discuss what they mean with students, teachers, and staff.