Prepared for this document as if reading it naturally:
It's to the point now that there are things I won't talk to my family about.

School was primarily children of Italian American and African American background. When I was about seven, I made friends... It just didn't make sense to me. She was an nice child, she didn't seem any different from me. I was poor too....

I JUST GAVE IN

a popular eighth-grade mathematics text, in an attempt to situate an algebra lesson in a historical situation, wrote, "When... in the 17th century, large numbers of Africans came to North America to help grow cotton without mentioning slavery.

Schools rarely teach in depth... are listened to attentively and allowed to release our emotions as we attempt to make sense of our experiences and the experiences of others.

Perspectives on Equity

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Schools' passiveness in the face of prejudiced behavior... Students often come to the school to listen to the voices of others. Teachers listen to the voices of students and to the voices of themselves...
internalized and transferred racism occur when people are hurt and not allowed to heal through emotional release. As a result, they are pulled to react the hurt on someone else. Because people of color have rarely been able to act out their hurt on White people, they tend to act it out on family members and other people of color. The hurts tend to get passed on from generation to generation. Giving encouragement, setting high expectations, interrupting put downs, helping students build caring relationships, and instilling self confidence helps students control the effects of internalized and transferred oppression. Teachers and schools who have closed the achievement gap for Blacks, Latinos, and Native Americans have undoubtedly made progress in helping students overcome or heal from the effects of internalized racism.

Leadership is Necessary

There is substantial resistance to addressing racism. White people may not recognize racism, and if they do, they may avoid confronting their own prejudices— or even talking honestly about them. They may deny that racism affects them or institutional policies. They may be afraid of discussing the topic or of moving on. People of color may feel hopeless or cynical about the possibility of change. They may be skeptical of White people’s motivations and fear that they are not genuine. They may have no experience with genuine and authentic leadership or with anyone with whom they can share their experiences and feelings. They may have been discouraged or not supported in what they have done. They may have been afraid of the possibility of being hurt or of being hurt by others.

I ALWAYS FELT INADEQUATE

It happened slowly, and you know what’s going on but you can’t understand it…like the SRA, the reading classes…there’s different colors [for different levels]. I was always in the lower one. I was treated a little bit different…different. I was in this lower group and I started noticing a lot of my buddies were in the same group. I was sent to a lot of the other kids that were usually really quiet were in the higher groups and you start kind of feeling a little bit less. You start feeling less about yourself. As I got into college I always felt inadequate, not being capable to do these things.

From a Latin principal talking on a Personal Experience Panel.