

Equity Announcements for Elementary

Week of April 12-16

April 13:

This month the diversity, equity, and inclusion committee is examining white privilege. Author and activist Peggy McIntosh defines white privilege as "the set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who benefit from white privilege do so without being conscious of it."

~~April 14:~~ April 15
Our Equity announcement today

Here is an excerpt from author Dr. Abigail Gewirtz called *When The World Feels Like a Scary Place*:

When people are in charge, they plant the type of flowers that they like the best, and they might not want to plant flowers in their garden that they do not like as much. That's the way people show privilege and prejudices. They choose the flowers that they prefer and don't give other flowers a chance to grow in their gardens. People sometimes do that with other people.

How does this story make you feel? How do you think that makes people feel? How can you change that?

~~April 15:~~ April 14 The Equity announcement today.

Psychologist and former Spelman College president, Beverly Daniel Tatum, tells us a story about privilege and racism in her book titled "Why Are All the Black Kids Sitting Together in the Cafeteria? Let's listen to part of that story:

"What if every afternoon I gave your brother two cookies for a snack and I only gave you one? And I did that day after day after day."

Would that be fair? No, it wouldn't.

Or what if you did something wrong, and I took away your favorite toy as a punishment, but when your brother did exactly the same thing, I didn't take away any of his toys.

Would that seem fair? No, it wouldn't.

Racism is like that. Racism means some people are given extra benefits/privileges just because they are white, and other people are given less just because they are Black or brown. It means some people are treated harshly when they make a mistake just because they are Black or brown, but when white people make the same mistake, they don't get the same kind of punishment. Sometimes they don't get any punishment at all. That is very unfair."

How can you encourage yourself and others to be fair?

Team
Today's Equity Message

2/5

This month we are going to be learning about microaggressions. This is a big word and you may never have heard of it. According to the American Psychological Association, microaggressions are "brief statements or beliefs that, *intentionally or not*, communicate a negative message about a non-dominant group."¹

In other words, it is thinking things about a person based on what they look like, sound like, where they come from, or other parts of their identity (remember that word from last month?). Because of those thoughts, we may say something that is unkind to another person and it may hurt their feelings. Each week this month we are going to learn more about this so we can be kind, compassionate Kutztown Cougars.

This was scheduled to be read on 2/5
Due to inclement weather and school changing to a
Virtual day it was not read on 2/5. I do not recall
if it was read the following week.

Week April 19-23

April 19:

How would you feel if someone wouldn't let anyone else use the equipment during recess? What could you do to promote fairness?

April 22 Earth Day

The theme for Earth Day this year is Restore Our Earth. The word restore means to repair or renovate. You can restore a house or a car. This Earth Day let's work together to restore the environment and relationships with each other.

Week of April 26-30

April 26

How would you feel if you saw a person being unkind to another person with their words or their action? When you see something people being treated unkindly, use your bystander power to report, stand up, be respectful, and include everyone. Let's build a kind world together.

April 28 Pay It Forward Day

Today is Pay It Forward Day. This global initiative was started in 2007 in order to make a difference through acts of kindness. This year's international Pay it Forward Day challenge is to create a "ripple of kindness" around the world through 10 million acts of kindness. Imagine the difference that would make! Join us in paying it forward, and help spread the word about this important day!

What kind act can you do today?

Week of April 5-9

April 7: World Health Day

Today is World Health Day and the World Health Organization is inviting you to join a new campaign to build a fairer, healthier world.

As COVID-19 has highlighted, some people are able to live healthier lives and have better access to health services than others because of the conditions into which they are born, grow, live, work and age. What can you do to help make the world a fairer and healthier place for everyone?