Creating a Culturally Relevant, Equitable and Anti-Racist Classroom

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THINGS WE'LL DISCUSS…

- CULTURLALLY RELEVANT PEDAGOGY
- ANTIRACISM IN THE MUSIC CLASSROOM



CULTURALLY RELEVANT PEDAGOGY

What is Culturally Relevant Pedagogy?

"a pedagogy that empowers students intellectually, socially, emotionally, and politically by using cultural referents to impart knowledge, skills, and attitudes."

~ Gloria Ladson-Billings (1994)

Three Pillars of CRP

- STUDENT LEARNING:
  - A Focus on Student Learning and Academic Success – Building the student's intellectual growth and moral development, but also their ability to problem-solve and reason
- CULTURAL COMPETENCE:
  - Developing Student's Cultural Competence – Skills that support students' to affirm their culture of origin while developing fluency in at least one other culture
- CRITICAL SOCIAL/POLITICAL CONSCIOUSNESS:
  - The ability to identify, analyze and solve real-world problems, especially those that result in societal inequalities.

YOU ARE NOT ENGAGING IN CULTURALLY RELEVANT PEDAGOGY IF ALL THREE OF THESE PILLARS AREN'T PRESENT!

CULTURALLY RELEVANT TEACHERS….

- are socio-culturally conscious
- have affirming views of students from diverse backgrounds



CULTURALLY RELEVANT TEACHERS….

- see themselves as responsible for and capable of bringing about change to make schools more equitable
- understand how learners construct knowledge and are capable of promoting knowledge construction



CULTURALLY RELEVANT TEACHERS….

- know about the lives of their students, and
- design instruction that builds on what their students already know while stretching them beyond the familiar.



How can we apply CRP in meaningful ways?

R.A.I.N.

- **RESEARCH** your student population.
- **ACCEPT** your research.
- **IMPLEMENT** culturally responsive techniques.
- **NURTURE** relationships with students, community, stakeholders.

THINK ABOUT THIS….
(Beyond the teaching)

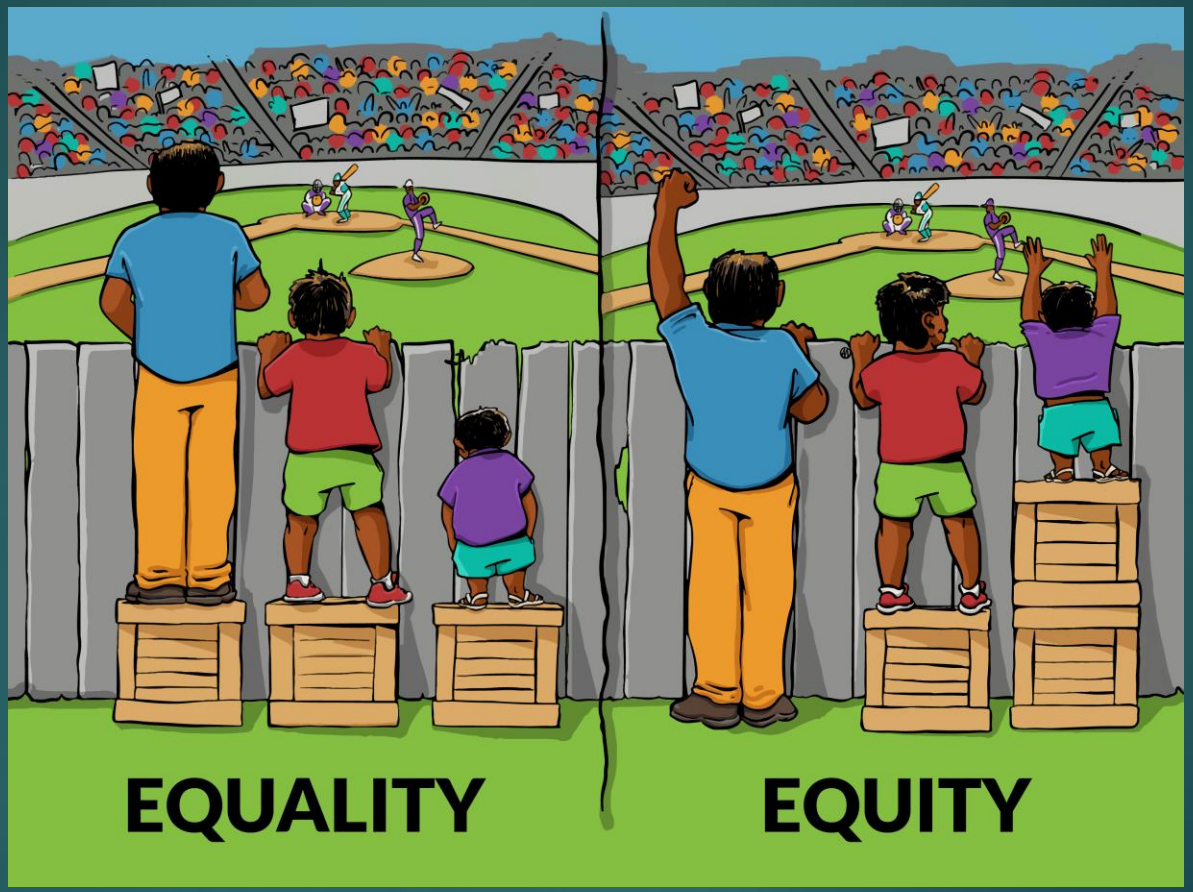
- What are some considerations when planning a concert scheduled in December?
- What are some considerations regarding gender when addressing your ensemble, assigning voice parts or instruments?
- What are some considerations for your uniform policy?



You want to know what my hard and fast rule is???????

TEACH
the students you HAVE, not the students you WISH you had!!!!

EQUALITY v. EQUITY



WHAT IS EQUITY?

- *In the simplest terms, it means fairness, which is not necessarily the same thing as equality.*
- *It's not about everybody getting the same thing, it's about everybody getting what they need in order to improve the quality of their situation.*

- Cynthia Silva Parker

WHAT IS EQUITY?

- Equity in the classroom means **making sure every student has the resources and support they need to be successful**.
- In an equitable classroom, individual factors don't hold back students from reaching their full learning potential — factors like:
  - Race
  - Culture
  - Gender
  - Religion
  - Ethnicity
  - Sexual orientation
  - Immigration status
  - Individual experiences
  - Socio-economic status

EXAMPLES OF INEQUITY

- *If two people commit the same crime and one gets convicted and the other doesn't because he can afford to hire a better lawyer, this is an example of inequity.*
- *Requiring students to move to 100% online learning without ensuring that every student has everything they need (computer, internet connection, etc.) to be successful!*

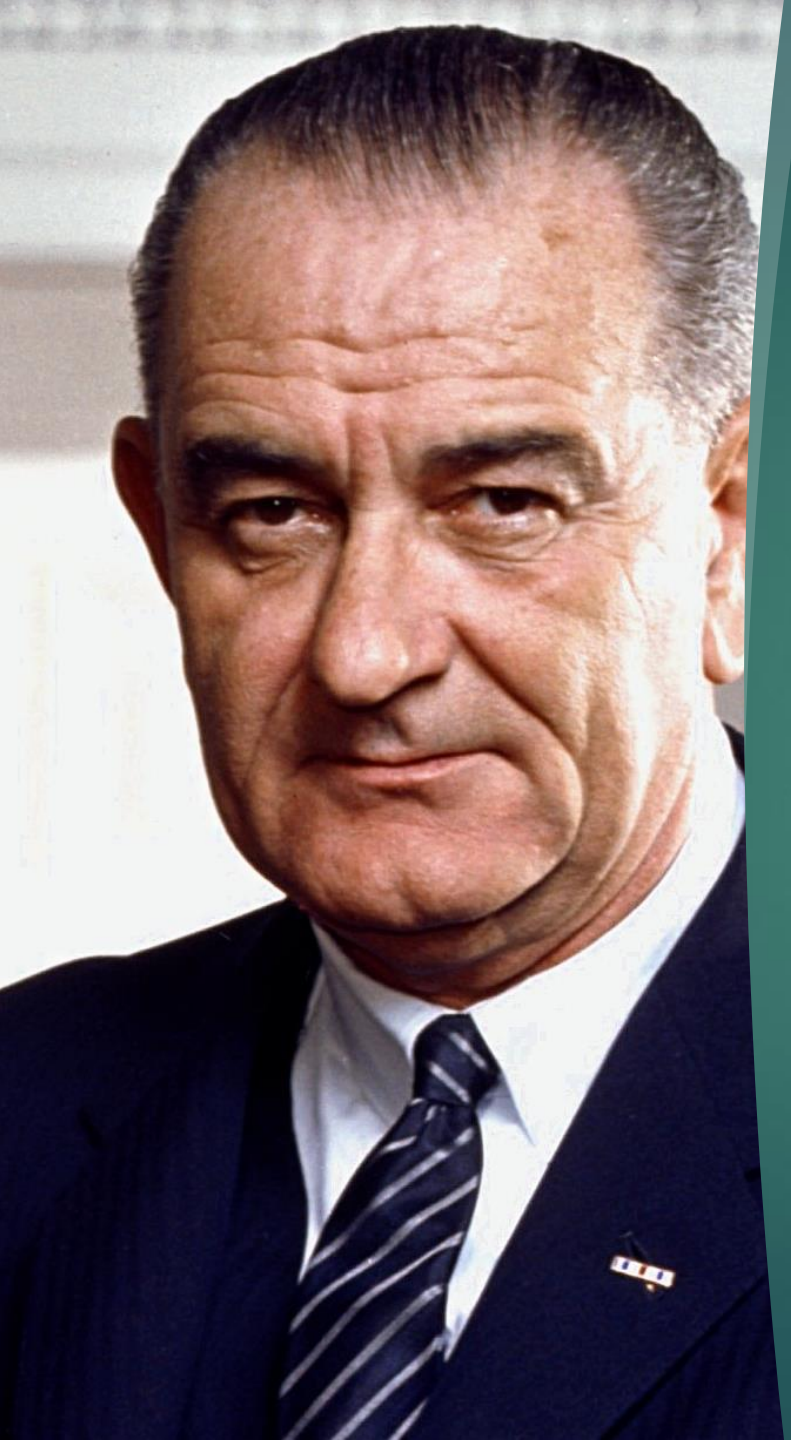
In terms of race, specifically...

Any system that promotes inequities of any kind based spefically on race, is racist.

Any system that seeks to create equity in every situation, no matter the race of the people involved, is antiracist.

We make decisions on a regular basis, all the time, that either promote equity or inequity, either racism or anti-racism.... There's no middle ground.

Let's talk about it!



Lyndon B. Johnson (1965)

"You do not take a person who, for years, has been hobbled by chains and liberate him, bring him up to the starting line and then say, "You are free to compete with the others" and still justly believe that you have been completely fair.

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THE ANTIRACIST MUSIC ROOM

Antiracism in policy

A **Racist Policy** is any measure that produces or sustains INEQUITY between racial groups. Policies include written or unwritten laws, rules,and procedures that govern people.

An **Antiracist Policy** is any measure that produces or sustains EQUITY between racial groups. Policies include written or unwritten laws, rules,and procedures that govern people.

Every policy in every community in every nation is either producing or sustaining either racial equity or racial inequitiy.

DUELING CONSCIOUSNESS

(Ibram X. Kendi)

- ASSIMILATIONIST: One who expresses the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to ***develop*** that racial group
- SEGREGATIONIST: One who expresses the racist idea that ***permanently inferior*** racial group can ***never be developed*** and is supporting policy that segregates away that racial group.
- ANTIRACIST; One who expresses the idea that ***racial groups are equals*** and none needs developing, and is supporting policy that reduces racial inequity

WHAT DOES IT LOOK LIKE TO BE

- An ASSIMILATIONIST in terms of the music teaching?
- A SEGREGATIONIST in terms of music teaching and policy?
- An ANTIRACIST in terms of your music classroom?



I, too, have been guilty as a music educator of perpetuating racist policy!

- Singing in tune – What are the implications of this expectation?
- What is appropriate tone (band/choir)?
- What is the standard?
- Who wrote the standard?
- Why can't the standard be changed?



LET'S EXAMINE OUR CLASSROOMS.

- When thinking of your own teaching and classroom space, are you cultivating a racist or an antiracist environment:
  - Curriculum (what is being taught?)
  - How are you addressing your students?
  - In Your Handbook (what are your dress codes/policies?)
  - How does the organization of physical classroom space promote equity or inequity? (Think beyond race!)
  - How do you handle discipline?
  - Do you show favoritism? If so, why?

We are all in this together!

- We will all make mistakes along the way.
- Admit your mistakes and try not to repeat them.
- Educate yourself.
- When you don't know... ASK!



QUESTIONS??





THANK YOU!

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