

Framework to Center Racial Equity in Dialogue and Decision-Making

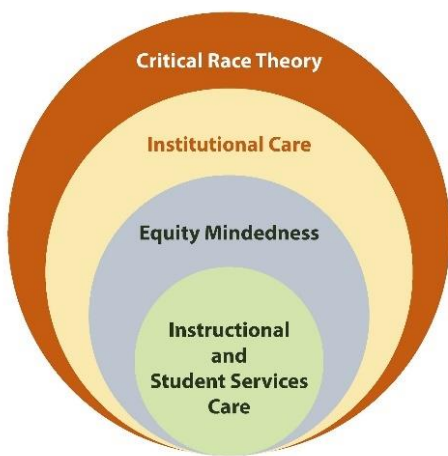
Foundation

The Black Solidarity Think Tank (BSTT) came together to ground our college’s Guided Pathways movement in theories, knowledge, and practices of racial equity and care.

Critical Race Theory, Institutional Care, Equity Mindedness, and Instructional & Student Services Care form a circle of equity and care that is the foundation for our beloved college community.

Modules are under development for the *Equity in Practice* professional development series to allow for deeper exploration of foundational theories and practices to transform our work.

Circle of Equity and Care



Critical Race Theory	Institutional Care	Equity Mindedness	Instructional and Student Services Care
Counter Storytelling	Adaptive Leadership	Healing Informed Pedagogy	Community of Cultural Wealth
Permanence of Racism	10-Point Plan for Black Campus Community		Harris III & Wood Student Services & Teaching Practices
Whiteness as Property	District EDI Plan	Othermothering	
Interest Convergence	Racial Equity Framework		HBCU Institutional Vision
Critique of Liberalism	Restorative Policies	Otherfathering	

Context

This foundational approach to (re)designing college practices and policies is grounded in the five tenets of Critical Race Theory (CRT). When applied to education, it can move us from theory to praxis. Our model is adapted from Portland Community College.

Intended Audience

Any department team or individual employee engaged in making changes at Seattle Central College.

Purpose

The framework prompts employees to identify issues, interrogate issues, and recommend and/or implement solutions.

Responses are not used for reporting purposes. Feedback about the framework is welcome so we can collectively learn and make improvements.

Tenets of Critical Race Theory (CRT)

Applying these five tenets of CRT to education can move us from theory to praxis:

1. **Counter Storytelling:** make time and space to move beyond the traditional, limited narratives that guide our beliefs and practices.
2. **Permanence of Racism:** learn the history of racism in the United States and how structural racism operates today.
3. **Whiteness as Property:** recognize that White people receive privilege from their skin color, and are able to leverage that into material benefits.
4. **Interest Convergence:** acknowledge that White individuals see civil rights legislation as preferential treatment for African Americans.
5. **Critique of Liberalism:** recognize that color-blind racism ignores cultural differences in the lived realities and material experiences of how we all live under white supremacy.

Resources

Bell, Derrick. *Faces at the Bottom of the Well: The Permanence of Racism*. Basic Books, 2018.

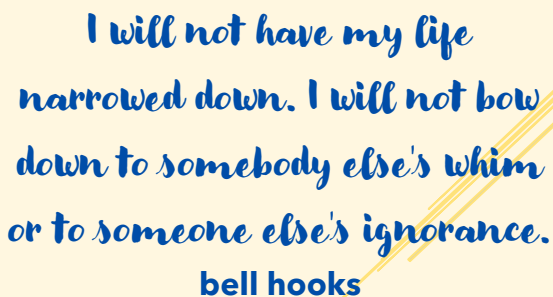
Original edition available for checkout from Seattle Central College's Library, Call Number E185.615.B395 1992

Cobb, Jelani. "The Man Behind Critical Race Theory." *The New Yorker*. September 20, 2021.

<https://seattlecentral.idm.oclc.org/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=pwh&AN=152382614&site=ehost-live>

Hiraldo, Payne. "The Role of Critical Race Theory in Higher Education." *The Vermont Connection*, vol. 31, 2010, pp. 53-59.

<https://scholarworks.uvm.edu/cgi/viewcontent.cgi?article=1092&context=tv>



I will not have my life
narrowed down. I will not bow
down to somebody else's whim
or to someone else's ignorance.
bell hooks

Using the Framework

- It is a guide that comes to life as you apply it.
- Prompts are purposeful, but also imperfect and incomplete; adapt them to fit your situation or generate additional ones.
- Use prompts to generate ongoing reflection and discussion, not as a checklist.
- Brainstorm, pause, and refine ideas as you gain clarity about the issue.

Preview of Framework Prompts

- ❖ **Reflect and Examine:**
What is the institutional issue you are trying to address or investigate?
- ❖ **Recognize Intersectionality:**
With race at the center of analysis, who will be impacted and who holds power?
- ❖ **Challenge Dominant Perspectives:**
How can you disrupt and dismantle institutional harm that results from the status quo?
- ❖ **Commit to Social Justice:**
How can you address systemic inequities with transparency and accountability?
- ❖ **Value Experiential Knowledge and Collaboration:**
How will you seek and incorporate multiple perspectives and lived experiences of stakeholders?