No Educator is Neutral: What’s ABE’s role in promoting racial equity?

Patsy Vinogradov (ATLAS/Hamline) & Gayle Zoffer (International Institute)
Things we believe

1. Identity is complicated, and talking about it can be both rewarding and uncomfortable.

2. Considering how power and privilege related to race affect teaching and learning in ABE is essential for programs to be both effective and equitable.

3. We won’t solve the country’s racial tensions today.
Our Assumptions

But we **can** start an important conversation, one that has not been prevalent in adult education yet.
1. Articulate the differences in purpose among diversity work, cultural competency work, and racial justice work.
2. Consider ways that we as educators can use our privilege and access to create more racially equitable climate in ABE.
3. Create a network of adult basic educators interested in equity work.
4. Identify ways we can continue this conversation and move forward.
What drew you here?

Talk with a partner for 1 minute.
A little about us...

Gayle

Patsy
Book group this year

Abby Roza
Kristin Knudson
Gayle & Patsy

*The New Jim Crow,*
by Michelle Alexander
How is racial justice work different from diversity work and cultural competency work?
Why is that distinction important?

Diversity?
Cultural Competency?
Racial Justice?
Diversity Work
- goal is awareness of and appreciation of difference
How do these approaches to building a more equitable society differ?

Cultural Competency
- goal is to learn skills to work well with people from a variety of cultures
How do these approaches to building a more equitable society differ?

Racial Justice Work
- always about race, racism, whiteness
- varied access to power
- privilege & resources
Who are our students in MN ABE?

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>34.3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>24.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>15.6%</td>
</tr>
<tr>
<td>Native American</td>
<td>3.3%</td>
</tr>
<tr>
<td>Hawaiian/Pacific Islander</td>
<td>0.2%</td>
</tr>
<tr>
<td>White</td>
<td>20.7%</td>
</tr>
<tr>
<td>Mixed Race</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

NOTE: Data from MDE report for 2014, courtesy of Todd Wagner, State Director
NOTE: NO data on the racial identities of MN ABE teachers is available from the state ABE office. Such data is not collected.
NOTE: NO data on the racial identities of MN ABE teachers is available from the state ABE office. Such data is not collected.
NOTE:
No data on the racial identities of MN ABE teachers is available from the state ABE office. Such data is not collected.

Who are MN’s ABE educators?
Who are MN ABE’s educators?

NOTE: No data on the racial identities of MN ABE teachers is available from the state ABE office. Such data is not collected.
NOTE:
No data on the racial identities of MN ABE teachers is available from the state ABE office. Such data is not collected.
1. PINK - What is our role as adult educators in creating a more equitable society?

2. PURPLE - What questions related to race and racial justice do you want to dig into more deeply and learn more about?
Resources

Link to the google doc for more!

For Teachers:  http://bit.ly/1OQwW6e

For Use with Students:  http://bit.ly/1INq2Q6
Moving this work forward

Wiggio?
Private Facebook group?
Book studies?
Workshops?
Other?

What are you interested in?