Unite, Inspire, Lead
Our Students, Our Union, Our Future

F.I.R.E. Works:
Building a Member Driven Anti-Racism Movement

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Uli Rodriguez
Jen Kohan
Education Minnesota’s FIRE program aligns with:

• NEA Strategic Goal: Strong Affiliates for Educator Voice and Empowerment

• NEA Organizational Priority: Racial Justice in Education/Institutional Racism
COMPETENCY: ADVOCACY

• This session will encompass ALL levels of this competency

• Themes addressed:
  – Engaging community around issues and supporting student learning
  – Interpreting and acting on social justice initiatives

Decentering Whiteness in Education Rally and Lobby Day

#Refocus4Kids #Funding4Equity

Tuesday, February 21 8:30-1:30
Meet at Education Minnesota, then to Capitol

Our students, families and legislators need to hear from you. Join the Coalition to Increase Teachers of Color and American Indian Teachers in MN, the MTA Education Equity Coalition, Education Minnesota’s Ethnic Minority Affairs Committee (EMAC), ISAIAH, SEIU, Out Front MN and others in standing for our kids and public education, and defend against the DeVos agenda.

RSVP by February 16 at http://bit.ly/2lrQEA2

2017 NEA National Leadership Summit | February 24-26, 2017
Outcomes

Through the lens of our FIRE program work in Minnesota, gain greater clarity about your own anti-racism work:

– Systems snapshot

– Prototypes:
  • Partnerships
  • Leadership development
  • Learning opportunities

– Experiential Learning
Our Stories
Our FIRE Model: Developing an Anti-Racism Growth Mindset

<table>
<thead>
<tr>
<th>Professional Development</th>
<th>Organizing</th>
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<tr>
<td>Racial Equity Advocates</td>
<td>Personalized Local Support Plans</td>
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<td>Community Storytelling</td>
<td>Governance</td>
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<td>Race Equity EdCamps</td>
<td>Staff</td>
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Talk with your neighbors about the current state of your local or state affiliate by responding to the following three questions:

1. *What are you currently doing to engage your communities around racial equity professional development to support student learning?*

2. *What are you currently doing to initiate and act upon social justice initiatives?*
## Organizing at the Center

<table>
<thead>
<tr>
<th>Phase</th>
<th>Phase Goals</th>
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<tr>
<td>Exploration and Planning</td>
<td>Member-driven plan originated and defined, REA training modules in development</td>
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<tr>
<td>Pilot Installation</td>
<td>First cohort of REAs trained, Storytellers trained, PLSPs identified and planning complete (3-5?), governance and staff trainings/goals planned</td>
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<td>Initial Implementation</td>
<td>PLSPs implement plans, REA cohort 1 support and data collection, Storytellers deployed, governance and staff trainings underway</td>
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<td>Full Implementation</td>
<td>REA cohort 1 recruits train cohort 2, Launch of statewide PLSP projects</td>
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Social Group Membership Profile

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<tr>
<th>Social Grouping</th>
<th>Describe Your Membership</th>
<th>most aware think about the least</th>
<th>give you privilege in general</th>
<th>give you privilege at work</th>
<th>least options, income</th>
<th>like to know more</th>
<th>feel uncomfortable with</th>
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Social Geography Questions

Please select 1-2 questions from each section that you feel comfortable answering.

Community

- Identify
  - How do you describe your race, ethnicity, and/or culture? Why?
  - How do you describe your ethnic and cultural identity? Why?
  - How do you describe your identity as someone from a particular community?
  - How do you describe your own identity?
  - What groups/people were considered different by your family and/or community? How do you describe your own identity?
  - What groups/people were considered different by your family and/or community? How do you describe your own identity?

- Religion
  - How do you describe your religious identity? Why?
  - How do you describe your religious identity? Why?
  - How do you describe your religious identity? Why?
  - How do you describe your religious identity? Why?

- Nationality
  - How do you describe your nationality? Why?
  - How do you describe your nationality? Why?
  - How do you describe your nationality? Why?
  - How do you describe your nationality? Why?

Relationships

- How do you describe your relationships with others?
  - How do you describe your relationships with others?
  - How do you describe your relationships with others?
  - How do you describe your relationships with others?

Boundaries

- How do you describe your boundaries with others?
  - How do you describe your boundaries with others?
  - How do you describe your boundaries with others?
  - How do you describe your boundaries with others?

Storytelling

Community Storytelling
Design Thinking: Our Vehicle for Planning and Implementation

- Collaborative partnerships
- Leadership development
- Learning opportunities
Needs Assessments

Self-Assessment (State of your State/Local, etc.)

- IDI (personal and group)
- Equity Audits
What might this work look like?

Movement building requires a range of intersecting approaches through a set of distinct stages over a long-term period of time. Through movement building, organizers can

• Propose solutions to the root causes of social problems;
• Enable people to exercise their collective power;
• Humanize groups that have been denied basic human rights and improve conditions for the groups affected;
• Create structural change by building something larger than a particular organization or campaign; and
• Promote visions and values for society based on fairness, justice and democracy


Video: Marlon James, Author
Staying ConnectED @mynea360.org

• Racial Equity Community of Practice
• MEA FIRE: Resources
Reflection

What next steps will you commit to within:

- 1 week?
- By the end of the school year?
- By the end of summer?
The content from this session can be used in the following ways in your current position/role:

– Engage with assessments and reflective tools to evaluate organizational equity needs
– Determine next steps for professional development and organizing
– Bring prototype ideas back to your community for feedback and potential implementation
– Join the Racial Equity Community of Practice to build relationships and stay engaged in this work
Thank you!

• Please complete the evaluation for this breakout session!

• Please visit the Leadership Development Resources website at
  www.nea.org/leadershipdevelopment