



# ANTIRACIST EDUCATION CRADLE-TO-CAREER

## The Problem

Marin county and our schools are racially segregated. Student demographics are shifting, yet most educational leaders and teachers are white and only speak English. Eurocentric curriculum, microaggressions on campus, and biased mental models continue to perpetuate educational inequities. Student stories of racism and discrimination are growing louder by the day.

“We the people have a deep-seated aversion to hard history because we are uncomfortable with the implications it raises about the past as well as the present.” - **The Southern Poverty Law Center**

“Research finds that the overwhelming dominance of Euro-American perspectives leads many students to disengage from academic learning.” - **Sleeter, 2011**

“Because minoritized students have been disadvantaged by historically oppressive structures, and because educators and schools have been — intentionally or unintentionally — complicit in reproducing this oppression, culturally responsive school leaders have a principled, moral responsibility to counter this oppression.” - **Khalifa et. al 2016**

## What Is the Data Telling Us?

Studies show that students, no matter what age, race, or ethnicity, who benefit from an antiracist education by taking ethnic studies classes or being taught by educators of color, are more academically engaged, develop a stronger sense of self-efficacy and personal empowerment, perform better academically and graduate at higher rates.

[Check out StriveTogethers Guide to Equity Systems Indicators.](#)

## Systems Indicators

# 76%

Percentage of Partners who post a Racial Equity Statement on their website.

# 9% vs 43%

In Marin, there was a 34% difference in the percentage of Teachers of Color (9%) vs Students of Color (43%) in the 2018-19 school year.

## Why Am I Hearing So Much About This?

In March 2021, the California State Board of Education [approved an ethnic studies curriculum](#) for all K–12 schools.

[Intentional misinformation about Critical Race Theory](#) is being spread via social media as a political wedge issue.

Distance Learning during the pandemic and the 2020 summer of racial reckoning has opened up new conversations.

## The Partnership Context

The Antiracism Initiative began in November of 2015 with a full-day Partnership retreat facilitated by the National Equity Project. After developing a common language and point of view around educational equity, the effort expanded into a county-wide, data-informed, community-based process. This process included listening sessions, Equity Summits, input from over 50 community members and nonprofit organizations, and examining a variety of data sets disaggregated by race and income. Based on all of this information, the Partnership is focused on applying a racial equity, antiracist lens across all strategies to accelerate overall progress from Cradle to Career. Some of the Partnership's antiracist efforts include:

- Organizational Self-Assessments
- Rapid Response: Incidents & Policy Change
- Building Systems Indicators & Asset Frame Communications

## Why is this Important in Marin?

**Race is the #1 predictive factor of student success.**

Due to individual, organizational and systemic bias, students of color experience potent current and accumulated disadvantages - from access to high quality pre-school all the way to completing a college degree. Differences in educational opportunities are mirrored in differences in academic achievement data.

**Students of color are not failing; our systems are.**

In Marin County, 2 out of 3 students of color move through their school experience and graduate without the necessary preparation to succeed in a personally fulfilling and economically sustainable college or career program. Marin is widely recognized as the most inequitable county in the State of California, and long-standing systemic racial inequities in our education ecosystem continue to be a deep and persistent trend. Institutionalized, and oftentimes unconscious, attitudes and beliefs about students of color have resulted in low expectations, increased segregation, unwelcome and sometimes hostile campus environments, curriculum that does not reflect lived experience, and discriminatory policies & practices.

**Together, we can make a change.**

Only by engaging together in an antiracist, culturally responsive approach can we shift the policies, structures and practices that impact students and their families, from Cradle-to-Career, so that racial equity in Marin's educational system can be achieved.

## Our Vision for the Future

As a Partnership we believe that all children can reach their full educational potential regardless of race, ethnicity, zip code or financial circumstance. Yet, systemic inequities in schools and communities continue to limit what's possible for many children of color and youth living in poverty. Among other collaborative actions, implementing antiracist education strategies can help close educational equity gaps all along a child's Cradle-to-Career educational journey.

**Lasting change will result when organizations come together to take antiracist action.**

To view resources and materials on this subject please visit: [www.marinpromisepartnership.org/antiracist-education](http://www.marinpromisepartnership.org/antiracist-education)

## What Can We Do Together?

Support Antiracist, Anti-bias Education resolutions and implementation of Ethnic Studies curriculum. [Check out Learning for Justice's Social Justice Standards.](#)

Join a district or community Equity Task Force.

Get the facts and learn the truth about [Critical Race Theory.](#)

[Share your professional development resources](#) with the Partnership's Antiracism Initiative.