

# Kitsap Education of Color Conference 2023

"Examining the Assault on Public Education & its Political Implications"

August 12, 2023  
10:30 am to 5:00 pm  
Olympic College



**Program Objective:** The objective of this program is to provide school staff, educators, and administrators with tools, strategies, and knowledge to effectively address disciplinary action and policies while fostering an inclusive and anti-racist school culture. Participants will gain insights into understanding microaggressions, creating an anti-racist culture, the importance of representation, the impact of racism on mental health, and the intersectionality of students of color and LGBTQ+ identities.

The program outline will be adapted and adjusted based on the specific needs and time constraints of the participants. We want to create an inclusive and respectful environment throughout the program, incorporating opportunities for active participation and personal reflection.

Duration: 1-day workshop (approximately 6 hours)

Expected Attendance: 150

Program Outline:

## **I. Introduction (30 minutes)**

Welcome and program overview

Opening remarks

Icebreaker activity to encourage engagement and create a safe space

## **II. Microaggressions: Identifying and Addressing Racist Behaviors (1 hour)**

Defining microaggressions and their impact on individuals and the school community

Real-life examples and case studies to facilitate understanding

Strategies for recognizing and responding to microaggressions

Group discussion and role-playing activities

## **III. Creating an Anti-Racist Culture (1 hour)**

Understanding the difference between being "not racist" and actively anti-racist

Strategies for promoting inclusivity and equity in the school environment

Developing culturally responsive teaching practices

Collaborative exercises and brainstorming sessions to foster actionable steps

#### **IV. Why Representation Matters (1 hour)**

Exploring the importance of diverse representation in curriculum, teaching staff, and leadership positions

Examining the impact of representation on students' academic achievement and self-esteem

Practical suggestions for increasing representation and fostering a sense of belonging

#### **V. Mental Health and Racism: The Effects of Racism on Mental Health (1.5 hours)**

Recognizing the psychological impact of racism on students' mental health

Addressing the unique challenges faced by students of color

Strategies for supporting students' well-being and fostering resilience

Guest speaker (mental health professional or expert) to share insights and facilitate discussions

#### **VI. The Intersectionality of Being Students of Color and LGBTQ+ (1.5 hours)**

Understanding the challenges and experiences of students who identify as both students of color and LGBTQ+

Exploring the overlapping identities and their impact on students' well-being and academic success

Creating inclusive policies and practices that support intersectional identities

Group activities, case studies, and KBSU panel discussions featuring guest speakers

#### **VII. Action Planning and Reflection (30 minutes)**

Guided reflection on the day's topics and key takeaways

Identifying actionable steps and goals for implementing change within the school

community

Creating a supportive network for ongoing collaboration and support

### **VIII. Conclusion and Closing Remarks (15 minutes)**

Recap of the workshop's main points

Appreciation and acknowledgments

Encouraging continued learning and growth