



## Racial Harm Resources and Recommendations

### District

- Work on a common protocol that can support addressing any racial harm incident with steps, roles, and next steps. Build in collaboration with district staff and school administration. Consider the following items:
  - Who will the first call go to?
  - How will you collect trends, patterns, and scenarios to learn from?
  - How do you want staff to respond first?
  - What levels of communication do you want to consider?
  - How will you follow up during, after, and later?
- Train leaders on investigation processes, timelines, and safety plans.
- Create a clear communications protocol so that district and building leaders, staff, and parents know when and how they will be communicated to after an incident
- Creating a space for collaborative conversations with multiple perspectives when making decisions.
- Take good care of each other. This work is painful, and these conversations are difficult.
- Define racial harm and be clear about what you want.
- Train all staff- coaches, bus drivers, nutrition services

## School

- Train teachers on district protocol and classroom expectations
  - Safety in the room first
  - Denounce the act immediately (do not ignore it out of fear)
  - Notify key people
- Include students' and students' voices as much as possible.
- Circle back with those involved and check in - 30-day check-in

## When there is an Incident

### 1. Safety First

- a. \*Shut down the conversation with a clear statement that the behavior that creates harm is not tolerated.
- b. Immediately remove the student that caused harm from Google classroom/physical classroom and contact administration.
- c. Check in with the student/s who were harmed in private. Do not put them on the spot in front of the class.
- d. Announce that a private conversation will occur with each party (the student/s who harmed and the student/s who were harmed).
- e. Aim for thoroughness over speed.
- d. Check in with your own emotions and wellbeing. Identify what you need.

### 2. Denounce the Act To The Class

- a. \*\*News travels fast. Nothing is private information. It is better to make a statement.
  1. "An unacceptable incident has occurred" (Be as specific as you can)
  2. Depending on the situation, "I will report this, and a full investigation will be made."
  3. "Our school stands for respect and inclusion. It is a place where all are welcome and appreciated."

## Key Takeaways

- Prevention is critical
- Regardless of demographics, having a process is essential
- Align work to district policies, procedures, and practices
- Clear protocol for conversations at each level (Ex. Conversation Commitments)
- Transparent, proactive communication
- Ongoing Support for all involved (P.D., restorative circles, etc.)
- Consider an after-action review for learning and support.