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

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**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.  
   f. 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.”

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**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.