

What's race got to do with it?



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Personal Reflection

Name and describe one or more Black women (or someone not from the dominant culture) that you are connected to or admire. This cannot be a colleague or acquaintance. Some questions to consider:

- Does this person know where I live and has come to my home?
- Does this person know my family?
- Is this person part of my personal life?

If you have limited relationship with Black women or other BIPOC people, share why you think that is the case.



Things to consider

- What does your district/school have in place to support your leaders of color?
- Does your district have a retention plan for leaders of color?
- Do you provide leaders of color the opportunity to safely report?
- Does your district keep data on the retention of leaders of color?
- Does your district hold exit interviews for exiting leaders of color?
- How is feedback from educators of color used to adjust practice?
- Please share: What are your districts doing for BIPOC retention?

The current state

WA state 75% White/U.S. 60% White

What percentage of Administrators in the US are White?

77%

What percentage of Administrators in WA are White?

92%



Factors

- Diversity Dishonesty
- Commodification
- Performative DEI work
- Toll on mental health
 - Isolation
 - Model minority myth
 - Racial monolith
 - Impostor Syndrome
- Lack of professional support
- Little or no opportunities for growth



Ways to create change

- Ongoing anti-racism work
- Accountability
- LOC mentorship
- LOC safe spaces
 - Prioritization of affinity groups
 - Psychological safety/well-being
- Retention audit
- Exit Interviews
- Avoid tokenizing
- Opportunities for professional growth
- Pathways for career advancement



Resources for Educators of Color

- **WALAS** (Washington Association of Latino Administrators and Superintendents)
- **AWSP** (Association of Washington School Principals)
- **LOCNET** (Leaders of Color Network)
- **RELOC** (Regional Executive Leaders of Color)
- **ECLC** (Educators of Color Learning Community)
- Nakia Academy



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Yes, I am saying school districts should stop recruiting Black teachers until they have the infrastructure to keep them, protect them, value their labor, affirm their Blackness, and stand up for our culture, history, and communities.

Dr. Bettina Love

Author of *Punished for Dreaming* / Speaker /
Professor / Freedom Dreamer / Abolitionist



Questions?

