

Some Actions Toward Inclusivity

- Acknowledge that a student's ability to speak multiple languages is an asset, not a shortfall
- Have high expectations for every student. Make sure you show that.
- Don't expect students to be experts on any experiences beyond their own.
- Don't require me to use my experiences as a learning tool for others
- Begin classes with an opportunity for all students to introduce themselves using their preferred name and pronoun. Do it in staff meetings, too.
- Teach students to think critically. Teach them to seek the backstory
- Do not perpetuate messages that girl's bodies are a distraction
- Diversify the art on the walls, the voices in the materials, the things we honor
- Don't ask personal questions of people you do not have a personal relationship with
- Teach absent narratives. Make them present.
- Ask why something is the way it is and who it's currently serving. Change it to serve all of us.
- If a student comes to you with a concern, listen and work toward a solution. See it as a gift into another perspective.
- Share power
- Resist assumptions and stereotypes
- Examine your own biases and blindspots
- Know that you'll never know everything but you can teach young people to notice, question (think critically and want to know more), not just regurgitate facts
- Question your policies and practices. Invite others in to change them with you.
- Understand intersectionality. Do not reduce a person to one part of their identity or make them choose.
- Don't make assumptions about ability or intent.
- Don't assume someone's cultural identity. Or gender identity. Or ability. Based on what you can see.
- Always teach that we are living on stolen native land. It is the absolute core of our country's origin.
- Encourage us to stretch ourselves in ways that feed us.
- Don't just keep doing the same thing because that's what you have been doing. If it's not working - change it.
- Use people-centered language. (Here I would maybe represent this visually crossing out words like:
Replace "Slave" with "enslaved"
Replace "learning disability" with "learning difference"
Replace "homeless" with "experiencing homelessness")
- Don't teach my people's history as just holidays and food.
- Don't make me the "other."
- Interrupt microaggressions
- Use teachable moments.
- Reflect personally and with others
- **Keep learning. This is not a complete list of the steps you can take to create environments that are designed so that everyone can thrive.**

