

District Faculty Development

Winter 2021 Professional Development Zoom Event



Equitable and Anti-Racist Teaching Practices

<https://zoom.us/j/93817038576?pwd=WFh4SjgrRlVZbjNrZTgzNGl0b0dvQT09>

Thursday, February 25th, 2021, 1:00-2:00pm

Ila De Leon, Professional Development Committee Member, English Language Faculty, SSC
Caroline Pew, Faculty Development Coordinator, Chemistry Faculty, NSC
Carlos Sibaja Garcia, Professional Development Coordinator, SCIE Faculty, SCC

For more information, please contact Yilin Sun, district Faculty Development @ Yilin.sun@seattlecolleges.edu, or FD@seattlecolleges

Land Acknowledgement

Even as we meet in virtual spaces we would like to respectfully acknowledge that the land upon which we live and work is the traditional and unceded land of the Coast Salish peoples—land which touches the shared waters of all tribes and bands within the Duwamish, Suquamish, Tulalip and Muckleshoot nations.

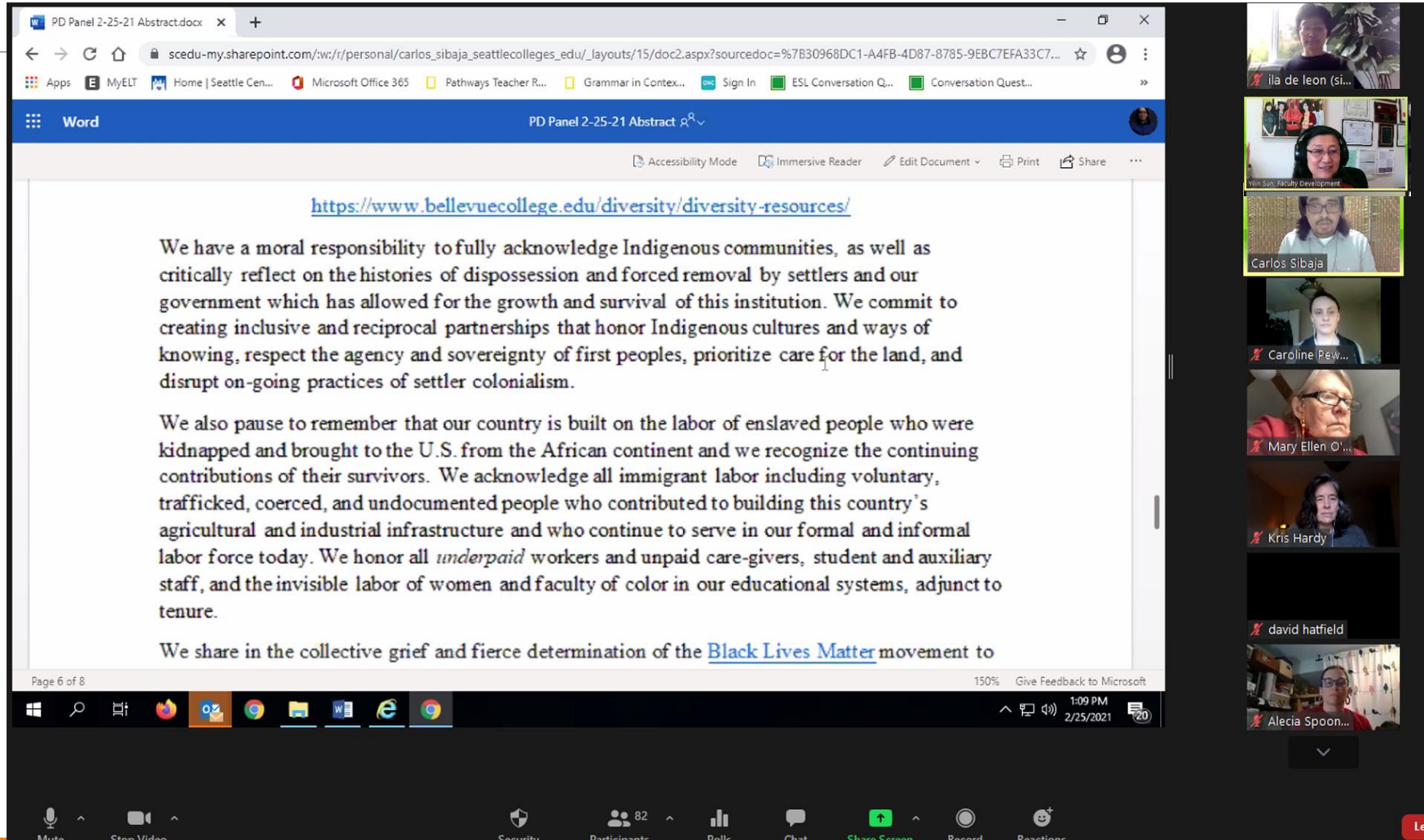
- Auburn and Seattle - Unceded Duwamish and Muckleshoot Land
- Tacoma, Puyallup - Puyallup
- To learn more about the land you are on, visit <https://native-land.ca/>
- Real Rent Duwamish: <https://www.realrentduwamish.org/>

Acknowledgment and Call to Action

Adapted from BCC and the UWT School of Education:

<https://www.tacoma.uw.edu/school-education/land-acknowledgement>

<https://www.bellevuecollege.edu/diversity/diversity-resources/>



The screenshot shows a Zoom meeting in progress. The main window displays a Microsoft Word document titled "PD Panel 2-25-21 Abstract.docx". The document content includes a link to <https://www.bellevuecollege.edu/diversity/diversity-resources/> and two paragraphs of text. The first paragraph states: "We have a moral responsibility to fully acknowledge Indigenous communities, as well as critically reflect on the histories of dispossession and forced removal by settlers and our government which has allowed for the growth and survival of this institution. We commit to creating inclusive and reciprocal partnerships that honor Indigenous cultures and ways of knowing, respect the agency and sovereignty of first peoples, prioritize care for the land, and disrupt on-going practices of settler colonialism." The second paragraph states: "We also pause to remember that our country is built on the labor of enslaved people who were kidnapped and brought to the U.S. from the African continent and we recognize the continuing contributions of their survivors. We acknowledge all immigrant labor including voluntary, trafficked, coerced, and undocumented people who contributed to building this country's agricultural and industrial infrastructure and who continue to serve in our formal and informal labor force today. We honor all *underpaid* workers and unpaid care-givers, student and auxiliary staff, and the invisible labor of women and faculty of color in our educational systems, adjunct to tenure." The third paragraph begins: "We share in the collective grief and fierce determination of the [Black Lives Matter](#) movement to". The document is on page 6 of 8. The Zoom interface on the right shows a list of participants: Ila de Leon (Sil...), Min Sun, Faculty Development, Carlos Sibaja, Caroline Pev..., Mary Ellen O..., Kris Hardy, david hatfield, and Alecia Spoon... The bottom of the Zoom window shows controls for Mute, Stop Video, Security, Participants (82), Polls, Chat, Share Screen, Record, Reactions, and a red "Leave" button.

Acknowledgment and Call to Action

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We share in the collective grief and fierce determination of the [Black Lives Matter](#) movement to end police brutality for all, including Black women, neurodiverse individuals and LGBTQIA+ people. We want accountability for the devaluation and dehumanization of Black life at the hands of the state. We will not be silent or complicit with the systemic racism terrorizing Black communities. We join others to rightfully demand justice for centuries of violent oppression and to heal from intergenerational trauma.

It will take all of us to work towards a new society built on freedom dreams. We must unite in solidarity for everyone's liberation.

You are invited to join the joyful struggle.

The image shows a Zoom meeting interface with four video thumbnails. The top-left thumbnail shows a woman with glasses and a dark shirt, smiling, with her hand on her chest. The top-right thumbnail shows a woman with glasses and a red top, wearing a headset and smiling. The bottom-left thumbnail shows a man with glasses and a light-colored shirt. The bottom-right thumbnail shows a woman with dark hair and a dark top. A chat window is open in the center, displaying a message from the host and a link from Carlos Sibaja. The Zoom control bar is visible at the bottom.

ila de leon (siya/she)

Yilin Sun, Faculty Development

Carlos Sibaja

Chat

From Me to Everyone (in Waiting Room):
Greeting! Please wait here and we'll admit you all soon. Thanks!

From Carlos Sibaja to Everyone:
https://scedu-my.sharepoint.com/:w/g/personal/carlos_sibaja_seattlecolleges_edu/EcGNijD7pldNn4WvH76M8cB_usZwUJCGTK-S8ZROrFigNg?e=utEEQD

To: Everyone (in Waiting Room) ▾

Type message here...

Mute Stop Video Security Participants 6 Polls Chat Share Screen Record Live Transcript Breakout Rooms Reactions More End

Community Agreement*

This Agreement is essential in helping our dialogues to grow and be a respectful learning space. Growth can be uncomfortable and challenge what you believe and what you have experienced, which may differ for others. This is an important process to honor so that we can be constantly learning and growing with each other.

1. **Move Up, Move Up.** Be conscious of your privilege and careful about taking up space. We ask those at the top of power hierarchies (e.g. white, cis male, affluent) to consciously make room for those that are disempowered. We simultaneously encourage those who are typically marginalized and unheard (e.g. people of color, cis women, *trans, gender fluid or non-conforming, queer, low income), to step forward and be centered.

2. **Speak Using “I” Statements.** Acknowledge your experience is uniquely yours and that others are experts in *their own* experience.

3. **Practice Receptive (not predatory) Listening.** Listen with as fully an open mind and heart as you can, not with the motive of disproving or arguing a person’s testimonial to prove your own points.

4. **It’s OK to Make Mistakes. It’s Not OK to Avoid Accountability.** Progress cannot happen without risks. Risks can lead to missteps and that’s okay. We always appreciate a person’s courage in trying something new. But we also ask you to realize that mistakes are sometimes hurtful and when hurt happens: responsibility and accountability are key. Think intent versus impact.

5. **Call People Out And In.** Calling In = asking questions of someone’s experience, clarifying statements, etc.

Community Agreement (II)*

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5. **Call People Out *And* In.** Calling In = asking questions or someone's experience, clarifying statements, etc. Calling Out = transformative disagreement (e.g. "my experience differs from you," "I disagree," "that statement can be dangerous because").

6. **Resolve Conflicts through TRUST, SAFETY & RESPECT.** We can and should have the hard conversations; dig deep; share experiences; work to understand with compassion. But transformation cannot happen if our space is unsafe: if lived lives are not honored and people are not met where they're at. Conflicts will arise but we can keep moving forward if we respect, listen when needed, and hold trust and safety at the middle of our dialogues.

*Borrowed from Families of Color Seattle Community Agreement

ESL and World Englishes - Carlos

- Whose Language Is It?
- What are the advantages and disadvantages of having native speaker teachers/non-native speaker teachers of English?
- How can anti-racist work be reflected in the ESL classroom?
- What is our responsibility as language teachers to make our lessons more equitable?

Ways to Support Undocumented Students - Ila

<https://docs.google.com/presentation/d/1dU5Iuu2i69XcV0ueknJMmqEhNooRyj1UEZEn9JW-xb4/edit?usp=sharing>

Breakout room – 10 minutes (groups of 3, 2 minutes of self-reflection then group share)

How are you already supporting undocumented students?

Identify some of (y)our barriers in further supporting undocumented students.

How can we support each other in supporting undocumented students?

Indigenous Knowledge and Science – Caroline – 15 minutes

Respectful Questioning Model – Breakout Room

Indigenous Knowledge and Science - Caroline

Indigenous Knowledge and Science

*Respectful Questioning Model – Breakout Room

Adapted from Respectful Questioning by Jeffrey Baumgartner

List of Resources & Read/Watch List:

Ila :

<https://www.defineamerican.com>

<https://www.nilc.org>

<https://immigrantsrising.org>

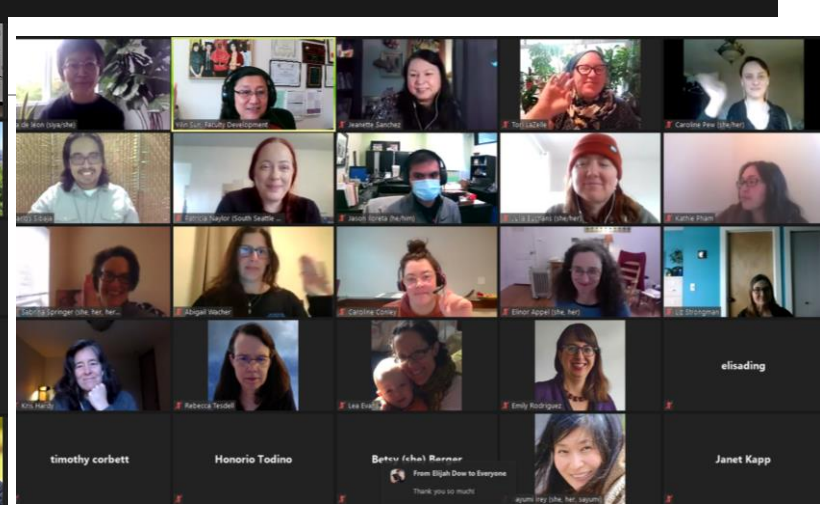
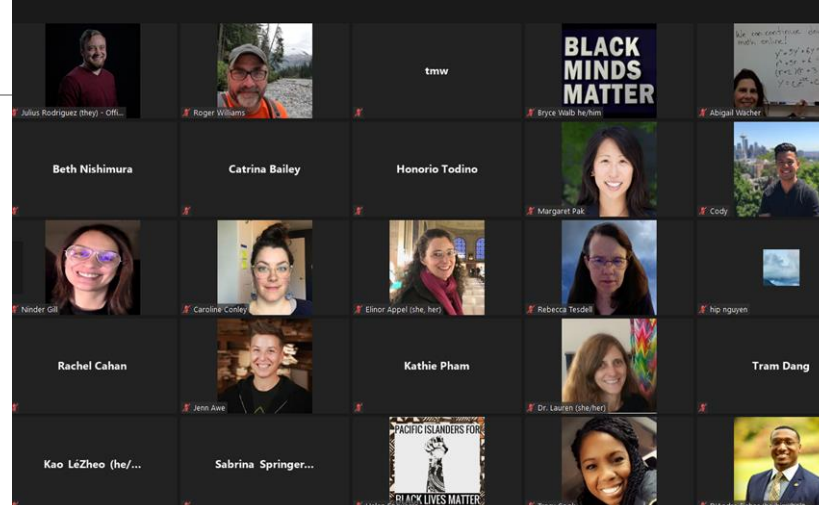
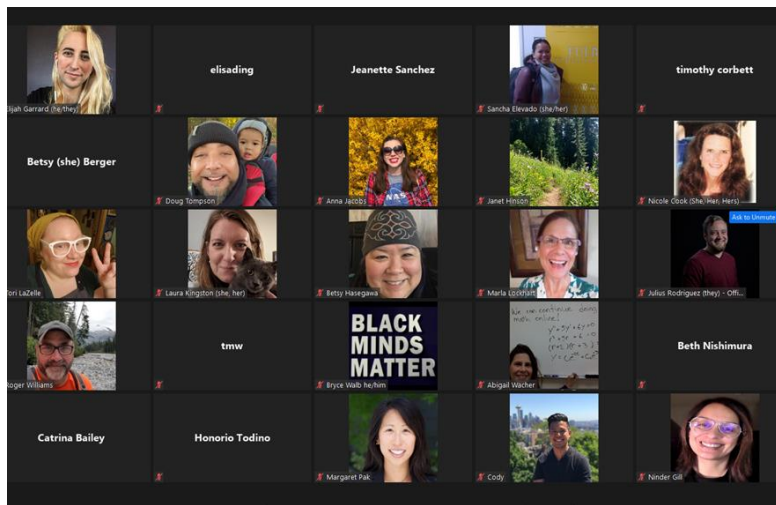
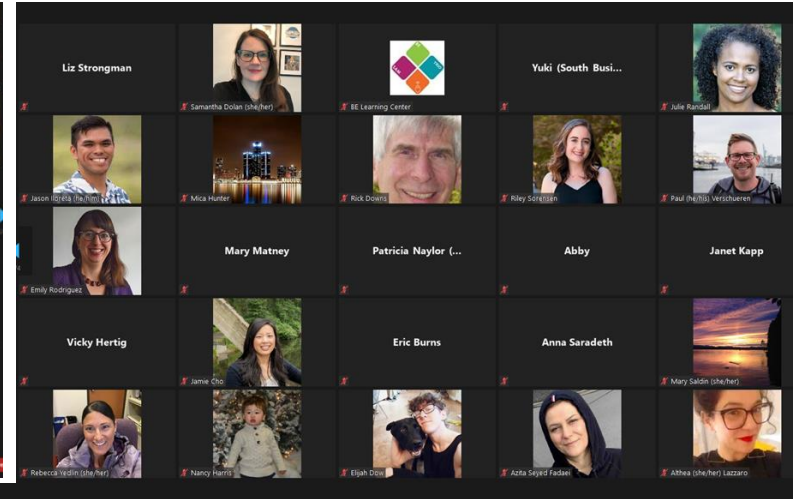
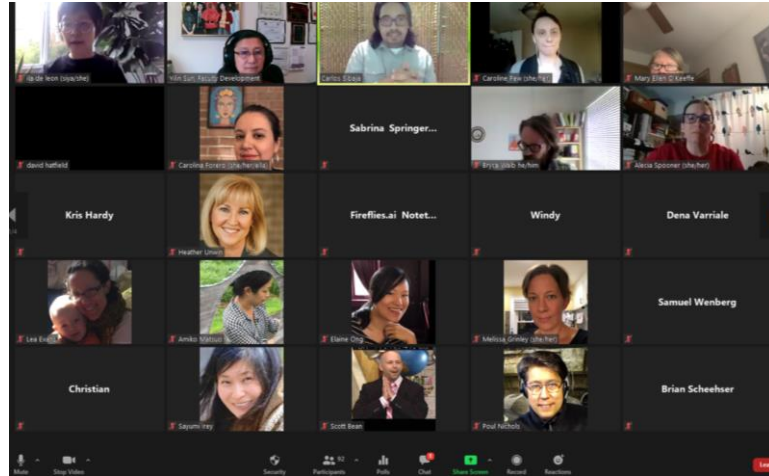
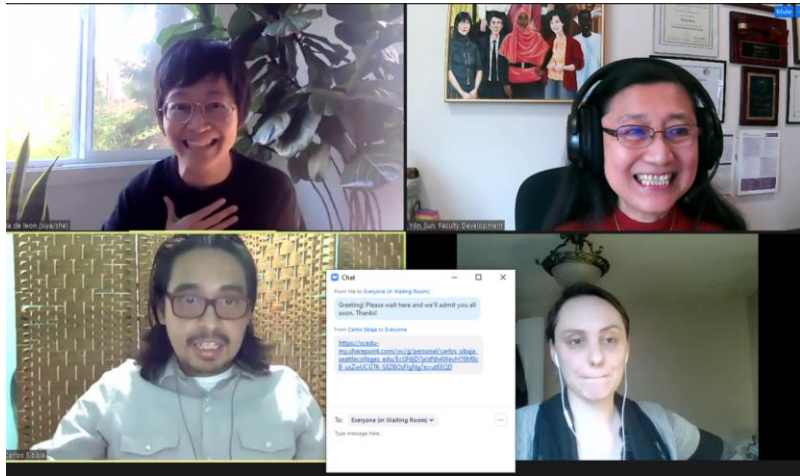
Carlos:

World Englishes and English Language Teaching: A pragmatic and humanistic approach -
http://www.scielo.org.co/scielo.php?script=sci_arttext&pid=S0123-46412015000100010

5 Ideas for Teaching Black History Month in the EFL Classroom - <https://www.ciee.org/go-abroad/work/tefl/blog/5-ideas-for-teaching-black-history-month-efl-classroom-0>



Winter 2021 Professional Development Zoom Event- Equitable and Anti-Racist Teaching Practices



Zoom Meeting

The image shows a Zoom meeting interface with a grid of 20 video thumbnails and a participants list on the right. The grid contains the following names: la de leon (sija/she), Yilin Sun, Faculty Development, Carlos Sibaja, Caroline Pew (she/her), Mary Ellen O'Keefe, david hatfield, Carolina Forero (she/her/ella), Kris Hardy, Alecia Spooner (she/her), Heather Unwin, Fireflies.ai Notet..., Windy, Dena Varriale, Lea Evans, Amiko Matsuo, Elaine Ong, Melissa Grmley (she/her), Samuel Wenberg, Christian, Sayumi Irey, Scott Bean, Poul Nichols, Brian Scheehser, Amli Karnosh, Nutritionist, and Jessie (she/her). The participants list on the right shows 89 participants, including Yilin Sun, Faculty Development (Co-host, me), Caroline Pew (she/her) (Host), la de leon (sija/she) (Co-host), Carlos Sibaja (Co-host), Abby (Guest), Abigail Wachter, Alecia Spooner (she/her), Althea (she/her) Lazzaro, Ami Karnosh, Nutritionist, Amiko Matsuo, Anna Jacobs, Anna Saradeth (Guest), Azifa Seyed Fadaei, BE Learning Center, Beth Nishimura (Guest), Betsy (she) Berger (Guest), Betsy Hasegawa, Brian Scheehser, Bryce Walb he/him, and Carolina Enrann (she/her/ella). The interface includes a search bar for participants, a 'Leave' button, and a bottom toolbar with icons for Mute, Stop Video, Security, Participants, Polls, Chat, Share Screen, Record, and Reactions. The system tray at the bottom shows the search bar, taskbar icons, and system clock (1:13 PM 2/23/2021).