

Equity in EE Learning Community - December 2018 - Santa Fe, New Mexico

“Why does social justice belong in our schools and organizations?”

We explored the following questions together:

- 1) How does social justice currently show up in your school, agency, or organization?
- 2) How do you want social justice to show up in your school, agency, or organization?
- 3) Why is social justice important in our work?
- 4) What strategies can you share for talking about social justice with your peers?

Here are some of the thoughts, perspectives, and ideas shared:

- There is a great need to emphasize access and opportunity
- How can we better serve our Hispanic and Latinx communities?
- Meetings should be structured to allow for all voices to be heard
- We need to fully integrate social justice into everything we do and normalize talking about social justice in the workplace
- Rather than working with classes, schools, and communities that are “easy” to work with, we should seek out new groups who don’t have the same resources
- Cultural competence is a real need for individuals and groups
- How can we hold our peers accountable? By familiarizing yourself with what a microaggression is and we need to address these as they surface
- Be courageous and prepared for opposition
- A good starting point for an organizational conversation is to define social justice together
- Need to identify barriers and acknowledge systems (especially all that affects teachers and students)
- There is a great need to support new teachers who may not know about programs and field trips. How can we invest more time in reaching out to these new teachers?