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Proactive Counseling In The Aftermath of a Major Racial Event

Questions To Think About During This Webinar

- What are the most challenging parts of having conversations about race?
- What was it like for you growing up when topics of race came up?
- What are your values around how to treat people?





This webinar is designed to:

- be a Learning Space
- be a Vulnerable Place
- be Proactive

Please place your questions in the chat

Topics For Today

1. Addressing the silence
2. Race based trauma: students and staff
3. Systemic barriers in school counseling
4. Comprehensive, proactive, equity-based response
5. Allies and accomplices

Why a Conversation on School Counselors Addressing Racism?



Student overall achievement



School climate and environment



Your relationship with students,
families, coworkers



Combat systems of oppression

ASCA Stance On Equity



The School Counselor and Equity for All Students

(Adopted 2006, revised 2012, 2018)

American School Counselor Association (ASCA) Position

School counselors recognize and distinguish individual and group differences and strive to equally value all students and groups. School counselors are advocates for the equitable treatment of all students in school and in the community.

The Rationale

According to the U.S. Department of Education, in 2014, the number of students of color in U.S. public schools surpassed that of white students (U.S. Department of Education, 2014). However, white students continue to graduate from high school at higher rates than black and Hispanic students (Kena et al., 2015). In addition, an achievement gap exists along socioeconomic lines.

Many students of color, first-generation and low-income students aspire to college; however, the college application process can present significant obstacles (Page & Scott, 2016). Some students in schools report there is no adult in the school with whom they feel they can discuss these issues, and many of these students come from underrepresented social or cultural groups. These students cannot always rely on their parents for college information and must instead turn to their high schools, where school counselors are in a position proven to increase access for students. School counselors can also play a role in assisting students in identity development contributing to their success (Maxwell & Henriksen, 2012).

Historically, underrepresented populations have faced barriers to participating in a rigorous curriculum and higher-level classes (Vazquez & Altshuler, 2017). School counselors, teachers, administrators and other school staff can be involuntary gatekeepers of access to these classrooms. Research finds that when students and school counselors are able to connect, school counselors have the potential to become empowering agents (Emde, 2015). When students feel like they are being

Addressing The Silence

- **Commit to Talking about Race**
 - Be Uncomfortable
- **Experience it, Absorb it, Let it Change You**
- **Humility: Be a witness, not a martyr**
 - It's not about you.....
- **Lifetime process-Not a box to check**
- **Connect with Allies**
 - Utilize and Share your Power and Privilege

Minnesota History With Race Incident

Tycel Caprice Nelson December 1st 1991

Jamar Clark November 15th 2015

Philando Castile July 6th 2016

George Floyd May 25th 2020



Race and Hate Incidents in Minnesota Schools Since 2016

- 2020 Maple Grove Middle School – Two African American students jumped a White student posted online
- 2019 Mankato West High School – Anti – immigration graffiti in building
- 2019 Chaska High School - Student in yearbook in blackface
- 2019 Highland Park Middle School – white staff using the N word in front of students
- 2019 Owatonna High School – Social Media post using the N word
- 2018 Burnsville High School – Offensive messaging on school rock
- 2017 Metcalf Middle School – Principal recorded using the N-word
- 2017 New Prague High School – Students allowed to act in KKK garb
- 2017 Champlin Park High School - Volleyball players and racially insensitive song lyrics
- 2016 Maple Grove High School – racist graffiti in bathroom
- 2016 Duluth Denfeld – racist and homophobic graffiti in the girls bathroom
- 2016 Washington Technology Magnet – Two racial groups threatening a school “*rumble*”

Race Based Trauma: Students and Staff

- Ongoing racial battle fatigue
- Trauma and anxiety
- Microaggressions
- Silence, dismissive or combative environment

Systemic Barriers in School Counseling

- School Leadership
- Counseling Leadership
- Counselor Bias
- Lack of Empathy and Training

Comprehensive, Proactive, Equity-Based School Counseling Support



- **School Counselor Readiness**
 - Introspection
 - Outreach
 - Professional Development
- **School-wide Support**
- **Small Group Support**
- **Individual Support**
- **Sustainable Change**
 - School Climate and Culture
 - Subject Area Curricula
 - Ongoing, Multilevel Advocacy & System Evaluation

Allies and Accomplices

- Accountable to advancing the work
- Understand power imbalance
- Use power and privilege for equity
- Moving from Allies to Accomplices



When Errors Happen

- **Acknowledge it** – understand your conflict style – MN Nice
- **Ask for forgiveness** – and know the person may still be hurting.
- **Don't give your cultural resume**
- **Forgive yourself** – come back the next day and do better
- **Consult** with a trusted colleague and remember your values



What We Can Do Now



Be Proactive



Educate
yourself



Diversify your
social group



Address bias
and privilege

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