



“I have never encountered any children in any group who are not geniuses. There is no mystery on how to teach them. The first thing you do is ***treat them like human beings*** and the second thing you do is ***love them.***”

- Dr. Asa Hilliard III, “No Mystery”

# Words Matter



as·sess

/əˈses/

Origin

LATIN

ad-  
to, at

LATIN

assidere  
sit by

OLD FRENCH

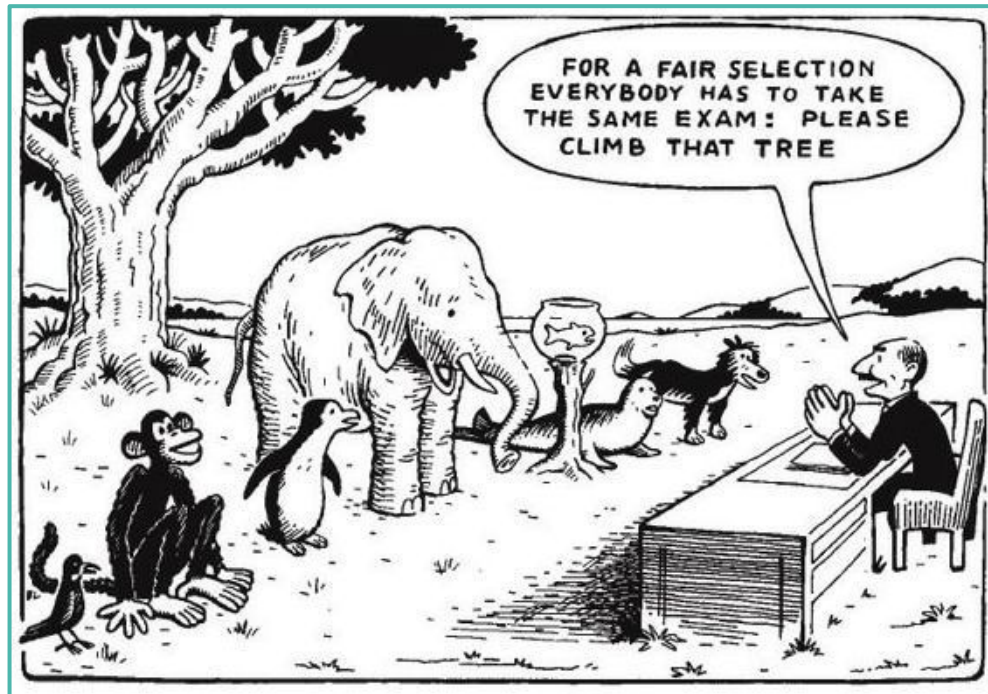
assesser

→ assess

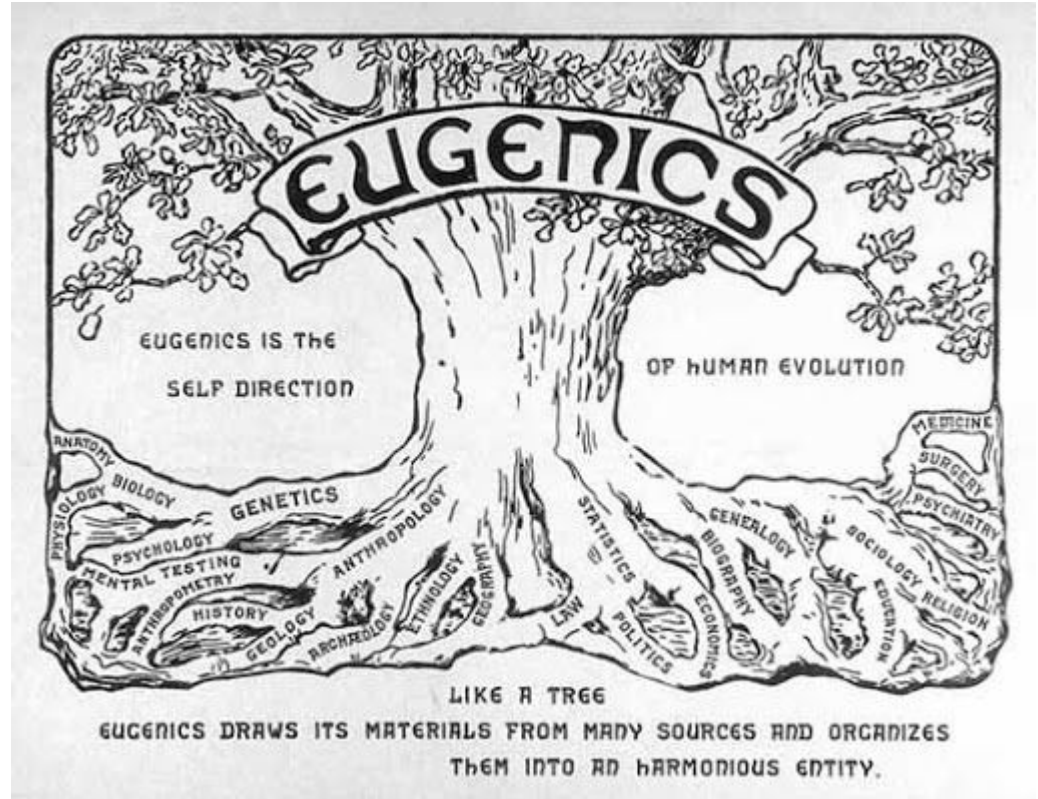
late Middle English

LATIN

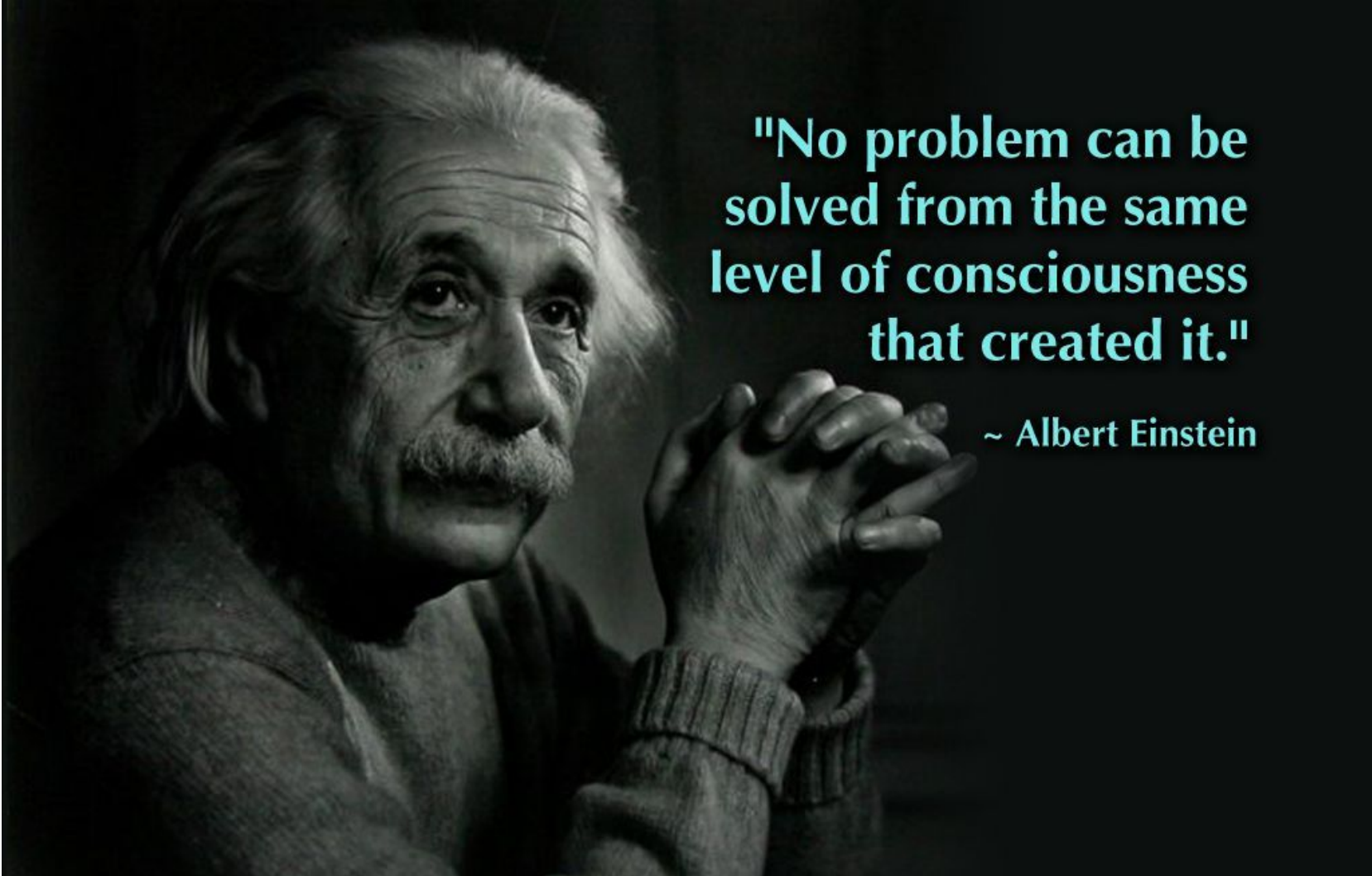
sedere  
sit



# Root of Our Assessment Systems...





A black and white portrait of Albert Einstein, showing him from the chest up. He has his characteristic wild hair and a mustache, and is looking slightly to the right. His hands are clasped together in front of him. The background is dark and out of focus.

**"No problem can be  
solved from the same  
level of consciousness  
that created it."**

**~ Albert Einstein**

# This IS Gonna Hurt...

“**Clean pain** is the pain that mends and can **build your capacity for growth**... Clean pain is about choosing integrity over fear. It is about **letting go of what is familiar but harmful**, finding the the best parts of yourself and making a leap- with no guarantee of safety or praise.

**Dirty pain** is the **pain of avoidance, blame and denial**. When people respond from their most wounded parts, become cruel or violent, or physically or emotionally run away, they experience dirty pain. They also **create more of it for themselves and others.**”



**Resmaa Menakem**  
**My Grandmother's Hands**

# Settle Your Nervous System

**Anchor 1:** Soothe yourself to quiet your mind, calm your heart & settle your body.

**Anchor 2:** Simply notice the sensations, vibrations, and emotions in your body instead of reacting to them.

**Anchor 3:** Accept the discomfort- and notice when it changes- instead of trying to flee from it.

**Anchor 4:** Stay present and in your body as you move through the unfolding experience, and respond from the best parts of yourself.

**Anchor 5:** Safely discharge any energy that remains.



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# **Is Your Assessment for Learning Just White Supremacy...**

— **With a Rubric?** —

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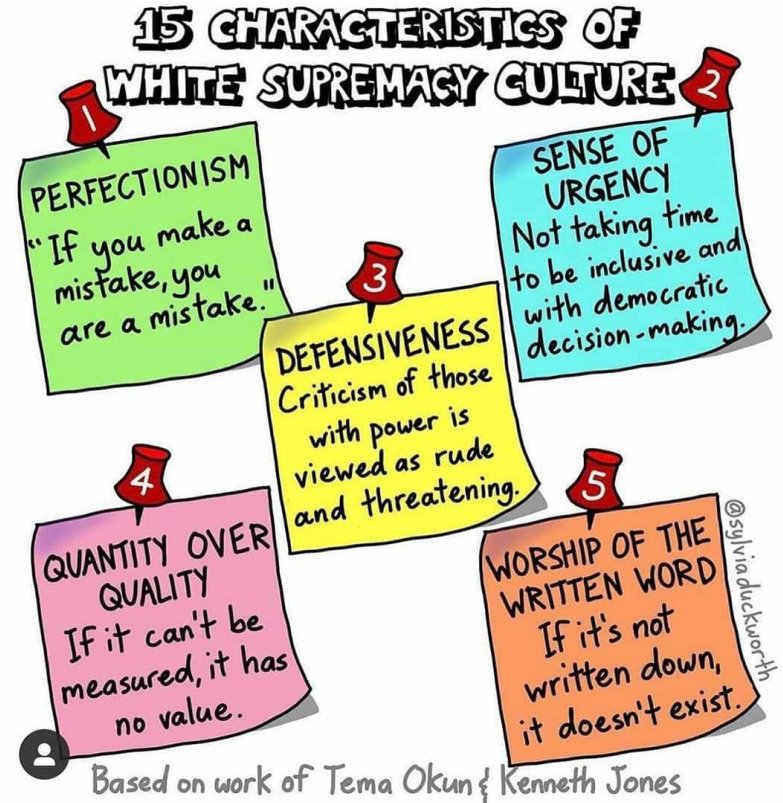
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# Have You Ever....?

- Created indicators on rubric like “behaves appropriately in social situations” or “demonstrates agency by staying on top of deadlines”?
- Described the number of items as indicators of mastery?
- Nitpicked the work of BIPOC students, then turned around and gave the benefit of the doubt to White students?
- Placed more value on the expression of BIPOC students’ ideas rather than value the brilliance of the idea itself?



# The Elephant in the Room...



# What is White Supremacy Culture?

“White supremacy culture is the **idea (ideology)** that white people and the ideas, thoughts, beliefs, and actions of white people are **superior** to People of Colour and their ideas, thoughts, beliefs, and actions. White supremacy expresses itself **interpersonally** as well as **structurally** (through our governments, education systems, food systems, etc).”

-The Centre of Community Organizations

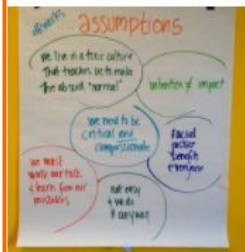
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FIND INFO ON

## CURRENT MOVEMENT & COVID

HERE



ASSUMPTIONS



RACISM DEFINED



INTERNALIZATIONS



HISTORY



WHITE SUPREMACY CULTURE



ANALYSIS TOOLS



ACTION TOOLS



RESOURCES



ABOUT drWORKS

[www.dismantlingracism.org](http://www.dismantlingracism.org)

# Pitfalls of Paternalism

- Paternalism is the policy or practice of people in positions of authority **restricting the freedom and responsibilities** of those subordinate to them in the subordinates' supposed best interest
- In a paternalistic organization, decision-making is clear to those with power and unclear to those without it
  - *Those with power think they are capable of making decisions for and in the interests of those without power, often without meaningfully consulting the people being affected*
  - *Those with power often don't think it is important or necessary to understand the viewpoint or experience of those for whom they are making decisions*
- There is often a lot of 'speaking in capital letters'—that is, presenting opinions and solutions like they are the final word on the matter, an attitude that is reinforced by tone and body language

# Pitfalls of Paternalism

- Direct condescension and infantilization of others, particularly people who are new to the group (e.g. “you’ll definitely need my help in order to get that task done”)
- Those without power in the organization might tacitly accept their powerlessness and/or fear the very real repercussions of challenging those with power
- ***People without power understand that they do not have it and understand who does. Those without power do not really know how decisions get made; they are, however, completely familiar with the impacts of these decisions.***



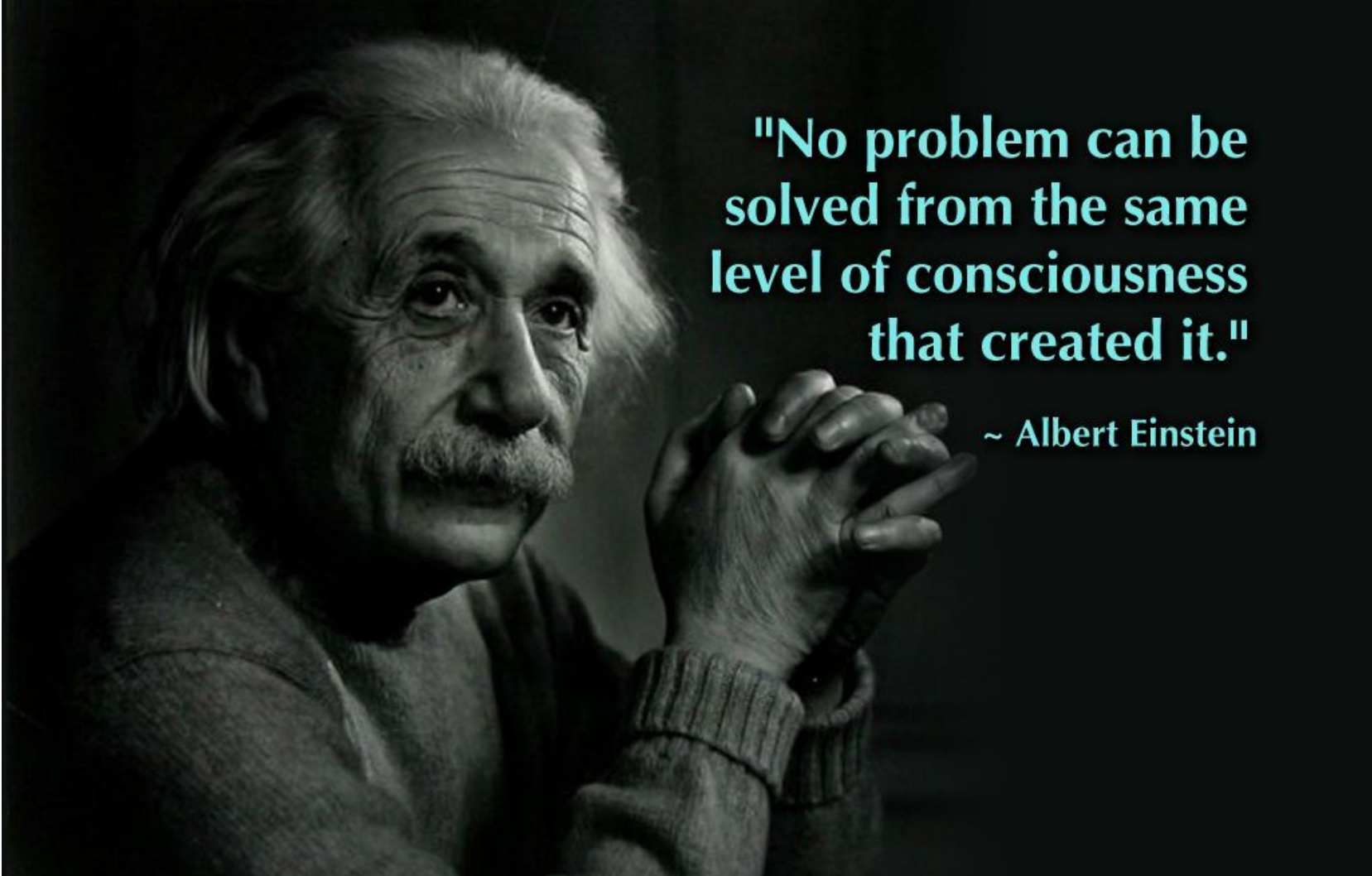
# Pitfalls of Perfectionism

In a **perfectionist** culture:

- Mistakes are seen as personal, i.e. they reflect badly on the person making them as opposed to being seen for what they are—mistakes. Making a mistake is confused with being a mistake; doing wrong is confused with being wrong.
- ***It is more common to point out how the person or their work is inadequate.*** Moreover, it is common to talk to others about the inadequacies of a person or their work without ever talking directly to the person in question.
- There is little time, energy, or money put into reflecting as a group and identifying lessons learned that could improve practice—in other words, little or no learning from mistakes.
- There is a lot of splitting hairs/nitpicking. ***People bring up every imperfection in others' contributions or find exceptions to generalized observations that are offered, especially the work of BIPOC.***

# Pitfalls of Perfectionism

- Perfectionist organizations are very good at identifying what's wrong, but have little ability to identify, name, and appreciate what's right.
- Perfectionist culture is often internalized by individuals. In other words, the perfectionist fails to appreciate their own good work, often pointing out their faults or 'failures.' Fixating on inadequacies and mistakes rather than learning from them, the person works with a harsh and constant inner critic and this is reinforced by the organizational culture.
- ***Perfectionist workplaces struggle with:***
  - ***a poisonous level of stress and anxiety, self-blame, difficulty with teamwork, avoidance of feedback and reflection, and significant indecision;***
  - ***holistic and systems thinking that might allow them to innovate or solve the root cause of issues.***
- Perfectionism is closely linked to a culture of blame. It relies on guilt, fear and shame as motivators for work, which contributes significantly to burnout and stress.

A black and white portrait of Albert Einstein, showing him from the chest up. He has his characteristic wild, white hair and a mustache. He is looking slightly to the right of the camera with a thoughtful expression. His hands are clasped together in front of him, resting on a surface. He is wearing a dark, textured sweater. The background is dark and out of focus.

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**~ Albert Einstein**

# Move Toward Liberatory Consciousness

“To be an effective liberation worker- that is, **one who is committed to changing systems and institutions characterized by oppression to greater equity and social justice**- a crucial step is the development of a liberatory consciousness. A liberatory consciousness enables humans to live their lives in oppressive systems and institutions with awareness and intentionality rather than on the basis of the socialization to which they have been subjected. A liberatory consciousness enables humans to **maintain awareness of the dynamics of oppression** characterizing society without giving in to despair and hopelessness about the condition, to maintain an awareness of the role played by each individual in the maintenance of the system **without blaming** them for the roles they play, and at the same time, **practice intentionality about changing the systems of oppression**. A liberatory consciousness enables humans to **live “outside” the patterns of thought and behavior learned** through the socialization process that helps to perpetuate oppressive systems.”



**Dr. Barbara J. Love**  
[Developing a Liberatory Consciousness](#)

# Settle Your Nervous System

- What are you feeling in your body *right now*?
- What happens to your body when you are moving in ways that *uphold WSC*?
- What happens to the *Black bodies and bodies of culture around you* when you move in ways that uphold WSC?

