



POLLYANNA
Every Voice Matters.

RACIAL LITERACY LEARNING OPPORTUNITIES

for Faculty, Parents, and Executives

FIRST STEPS

Thank you for your commitment to engage with Diversity, Equity, and Inclusion initiatives and for enhancing your racial literacy knowledge and equity practices. Pollyanna is honored to work with you to achieve these essential goals. Our presentations and workshops are designed for schools, organizations, and corporations and may be delivered live or over video conference, to small or large groups. If you or your community are interested in a topic that is not listed, we are happy to discuss more professional development options with you and create one specifically for your community.



ESTABLISHMENT OF GOALS

When planning and booking a professional development experience for your organization, it may be helpful to first think of the overall needs and objectives of your community. Is this a relatively new conversation for the larger community? A deeper dive into particular topics of Diversity, Equity, and Inclusion? Shorter presentations typically focus on content, while full-day or multiple-day professional development sessions allow for a more customizable experience. For organizations and schools that are implementing great intentional change across the institution, in addition to presentations and workshops, you may also consider a full DEI Assessment conducted by Pollyanna.

RACIAL LITERACY PRESENTATIONS & WORKSHOPS

The Teacher’s Toolkit for Teaching About Race and Racism in the Classroom: A Grades K-8 Racial Literacy Curriculum Overview

In this workshop, Monique Vogelsang, lead creator of our Racial Literacy Curriculum, will guide your community through a discussion of the framework, key ideas, and objectives of our Grades K-8 lessons, which are designed to help students gain knowledge about race and racism as it has been constructed in the United States. Employing concepts from history, language arts, science, geography — and with STEAM extensions — the Racial Literacy Curriculum supports students in acquiring an awareness of their own racial socialization and skills for engaging in productive conversations about race and racism. Together, we’ll review curricular highlights of each grade, so educators can better understand how to incorporate racial literacy into their curriculum and classroom community.

This workshop is ideal for school communities and can be presented as a three-hour overview or a full-day presentation. A full-day experience includes the three-hour overview as well as small group breakout sessions, such as by grade level or division — allowing for a deeper dive into the curriculum and guided discussions.

A three-hour booking includes one call or video call with school leadership to prepare for the event. A full-day professional development booking includes up to two calls or video calls, as well as a review of existing curricular topics and units so recommendations can be made to best incorporate Pollyanna’s Racial Literacy Curriculum into existing school curricular models.

How to (Further) Engage Our Children in Conversations About Race and Racism: Connecting the Classroom to Home

It is crucial that we help bridge conversations of race and racism from school to home and vice versa. In this workshop, we highlight key themes, objectives, and resources from Pollyanna’s Racial Literacy Curriculum to bridge the conversation with parents and guardians. We will also review topics of discussion parents and guardians may have with their children to further engage in conversations about race and racism. Time may be reserved to field questions and comments from participants to assist a school with clear messaging that is centered on racial literacy, equity, and inclusion.

This workshop is ideal for schools that have begun, or are about to begin, implementing Pollyanna’s Racial Literacy Curriculum. Ideal participants are parents and/or guardians of the school community, as well as faculty and/or leadership who may choose to attend the event.

Suggested timing is a 1.5-hour presentation/workshop. To prepare for the event, Pollyanna provides one call or video call with school leadership. Other timing models may be considered and discussed.

Creating an Anti-Bias & Anti-Racist School/Classroom or Organization: Microaggressions and Microaffirmations

Anti-bias and anti-racist policies, mindsets, and practices are key to creating safer spaces in schools and other organizations. In this workshop, we unpack the concept and continuum of microaggressions to better understand how unchecked forms of implicit bias can be quite harmful. We will also review strategies and best practices for creating an anti-bias and/or anti-racist mindset, classroom, and larger school (or professional) community.

Before choosing this workshop, it is suggested that a school community intends to incorporate racial literacy into their curriculum and reviews key racial literary ideas with staff and faculty ahead of time. A recommended pre-requisite for this workshop is our Racial Literacy Curriculum overview. Thus, this workshop is ideal for a school and/or professional community that would like to take the next steps of expanding their racial literacy and the institution's anti-racist policies and equity practices.

Suggested timing is a 1.5-hour presentation/workshop. To prepare for the event, Pollyanna provides one call or video call with school or organization leadership. Other timing models may be considered and discussed.

Why Has the Pandemic Disproportionately Impacted People of Color? An Informative Review of Systemic Racism, Its Impact, and Ways We May Create More Equity

The current pandemic has amplified the systemic nature of racism, as people of color and low income communities have been disproportionately impacted by Covid-19. Headlines reveal egregious mortality rates, yet the conversations rarely delve into why this is happening, or how structural racism has created vast inequalities that impact one's livelihood. In order to foster an anti-racist mindset, it is vital that we better understand how systemic racism created segregated, unequal living standards and limited access to social, economic, legal, and residential opportunities for people along lines of race, and that the current uprisings are a call to create racial equity across society. Such conversations can — and should — be core to our teaching. In this workshop, we will trace the emergence of racist policies in the United States, such as the limits placed on personhood, citizenship, immigration, housing, and other civil rights, as well as the importance of utilizing a lens of equity. By the end of the workshop, participants will better understand how systemic racism is the root of current inequities and uprisings, and how we can approach the topics of race and racism with an anti-racist, growth mindset — striving to maintain and embrace a sense of unity and dignity while doing so.

This workshop is ideal for any individual, community, school, organization, and/or institution that would like to expand their knowledge of systemic racism, as well as anti-racist policies and equity practices.

Suggested timing is a 1.5-hour presentation/workshop. To prepare for the event, Pollyanna provides one call or video call with school or organization leadership. Other timing models may be considered and discussed.

Racial Literacy 101

While race and racism emerged centuries ago and persist today, there is a continuum of knowledge for (and lived experience with) these “topics,” which require an intentional, ongoing education to enhance our collective awareness. In this workshop, we review key concepts and common vocabulary to develop one’s racial literacy, such as: the emergence of race; what is meant by “systemic racism;” as well as the definition and impact of concepts like microaggressions, implicit bias, and ally vs accomplice and/or co-conspirator. If time allows, this workshop may also include a brief review of historical events that shaped the evolving concept of race and racist policies of the United States, as well as narratives that speak to the lived, intersectional, and nuanced experience of individuals with various racial identities.

This workshop is ideal for any individual (adult and/or young adult), community, school, organization, and/or institution that is beginning their education and would like to expand their knowledge of race, systemic racism, and equity practices.

Depending on the client’s needs, this workshop may be designed for 1.5–3 hours, or even a full day of programming. A 1.5-hour presentation would mostly deliver content centered on current-day language and concepts to better understand race and racism, while a 3-hour presentation would allow for a discussion of the historical forces that shaped current-day concepts of race and systemic racism. A full-day event may include small breakout sessions, where participants will learn strategies and have guided practice for engaging in conversations about race and racism. To prepare for the event, Pollyanna provides one call or video call with school or organization leadership. Other timing models may be considered and discussed.

The Power of Language: The Importance of Developing and Embracing Anti-Racist Frameworks, Mindsets, and Actions — Word by Word

The language we use has power. From terms like “uprisings” as opposed to “riot,” or “undocumented” as opposed to “illegal,” our vocabulary may have (unintended) consequences of exclusion or may serve as intentional tools of inclusion. In this workshop, we review frameworks and examples of common language and terms that promote equity and racial literacy.

This workshop is ideal for any individual (adult and/or young adults, such as high school or college students), community, school, organization, and/or institution that would like to expand their knowledge of systemic racism, as well as anti-racist policies and equity practices. For schools and/or organizations that have already dived into racial literacy work, this is an ideal next step.

Suggested timing is a 1.5-hour presentation/workshop. To prepare for the event, Pollyanna provides one call or video call with school or organization leadership. Other timing models may be considered and discussed.

Ways to Build Community & Alliances — Personally and Professionally

Change — on an individual and a systemic level — begins with a vision. In this workshop, we review best practices used by changemakers who devoted their life's work to envisioning and creating a more anti-racist and/or anti-bias society. Through this lens, we may identify best practices that we ourselves can begin to adopt to enhance our abilities as allies, accomplices, and co-conspirators in order to build stronger communities for our personal and professional lives (and in a virtual context).

This workshop is ideal for any individual (adult and/or young adults), community, school, organization, and/or institution that would like to expand their equity practices.

Depending on the client's needs, this workshop may be designed for 1.5–3 hours. A 1.5-hour presentation would mostly deliver content, while a three-hour presentation would allow more time for participants to create an action plan for personal self-care and/or for leveraging their professional growth. To prepare for the event, Pollyanna provides one call or video call with school or organization leadership. Other timing models may be considered and discussed.

Through the Lens of the U.S. Census: The Historical and Social Construction of Race in the United States

Among the many fascinating topics in Pollyanna's Racial Literacy Curriculum is the important subject of the U.S. Census. From the first U.S. Census, race was "counted," yet the categories have changed over time. To better understand the social, historical, political, and legal construction and impact of race, we review the shifting definitions of race in the U.S., and how such categories were not a simple, neutral method of "counting," but a political mechanism.

This workshop is ideal for any individual, community, school, organization, and/or institution that would like to expand their knowledge of systemic racism, anti-racist policies, and equity practices. When co-presented with a law firm, this may provide CLE credit for lawyers.

Suggested timing is a 1.5-hour presentation/workshop. To prepare for the event, Pollyanna provides one call or video call with school or organization leadership. Other timing models may be considered and discussed.

For more information, please email info@pollyannainc.org.