



## **Racial Justice Academy Recommendations, 2022**

*\*Presented to BSD and community leaders at Capstone Project Presentations July 19th, 2022*

### **The Real Support Students Need**

1. **Help students feel supported and heard through the creation of Equity Advisors:** Two or more equity advisors will be identified in every school at BSD. Students will have someone to go to to report harm caused by adults and peers. The equity advisors will advocate for them by reporting the problem to a larger authority in the district for problem solving. The student's needs will be valued and the district will be committed to a response.
2. **Make sure students have enough time to socialize and interact with their peers, and take care of their wellbeing by implementing daily breaks.** We recommend having a 10-15 minute break everyday to have time to connect with each other and take a break from school work. This would be a relaxing time where students could go to the bathroom or see counselors and not be required to participate in structured activities.

### **A New Insight into Anti-Racist Teaching Practices**

1. **Implement Anti-Racist Professional Learning for teachers.** We need teachers to learn in order to create and maintain a safe classroom environment for students. Eliminating the *blatantly harmful behavior* that takes place in our learning environments will create the building blocks for developing anti-racist classrooms, schools, and district.
2. **Eliminate Racial Microaggressions in the Classroom:** Introduce required quarterly professional development meetings that teach administrators and teaching staff about common racist jokes, comments, patterns or mistakes made in the classroom. Our [lesson plan](#), [Debrah Leigh's Racist Attitudes and Behaviours](#), [Edmunds YPAR Culturally Responsive Teaching Rubric](#) are examples of this. This training should also be done in affinity spaces in order to prevent harm towards BIPOC employees. Training like this is the first step towards eradicating racism in classrooms.

## *Redefining Staff Accountability at BSD*

1. **Implement a Restorative Process for Teacher Accountability** When staff do or say racist things they are not held accountable to the same degree that students are for the same behavior. The district needs a clear and consistent way to hold people truly accountable and create change.
2. **Improve documentation and investigation protocols when staff cause harm to students** An investigation should take place where all parties get interviewed and everyone's voice is heard. Incidents should be documented and put in the staff's HR records. The Staff member should have an opportunity to repair the harm and should go through a learning path to get educated on the subject.

## *Peer Mediators at BHS*

1. **Introduce a peer mediator system at BHS with training.** Peer mediators would be recommended by peers and staff. They would attend training and be a diverse representation of the student body. After peer mediators are trained in Phase 1, they would then begin to meet and practice and then begin to take on small cases. BHS would provide community service hours for completed time as a peer mediator.
2. **Peer mediators would help to provide student perspectives for school discipline.** Have students involved in processes that impact students the most. Currently there is too much power in the hands of adults and we want to make discipline feel more fair for all students. The results of having peer mediators at the high school would be to have mediators incorporated into some/all discipline outcomes, processes, and decisions and have the amount of suspensions reduced.