

diversity, equity, inclusion (DEI)

## COMMUNITY NEWSLETTER



# Riverview School

February 19, 2021 / Issue #3 / Racial & Gender Diversity

## A graphic for Black History Month. On the left, there is a vertical column of five triangles pointing to the right, colored from top to bottom: red, yellow, green, red, and yellow. To the right of these triangles, the words "BLACK HISTORY MONTH" are written in large, bold, sans-serif capital letters. "BLACK" is red, "HISTORY" is yellow, and "MONTH" is green. The background is a dark, textured surface with some light-colored brushstrokes.

*Know the past, shape the future.*

Welcome to Riverview's 3<sup>rd</sup> staff newsletter. We are making efforts to improve and grow this newsletter for our community. We hope it serves as an easy resource for personal and professional growth in various areas related to DEI. We encourage you to read our [introductory letter](#) which speaks to the goals of this newsletter, and how to access all the resources within this newsletter. You can also view a list of our [fellow committee members](#) here. **As always, we welcome all feedback. Please reach out individually or by clicking this [DEI Feedback Link](#).**

### SPOTLIGHT ARTICLE

#### [Why We Need Black History Month](#)

COSHANDRA DILLARD- LEARNING FOR JUSTICE, January 11, 2019

Each year, schools, individuals and groups celebrate Black History Month. Reminders of our civil rights history are recalled in articles, literary journals and in educational settings. In schools, images of Martin Luther King, Jr. adorn the halls. Stories of bravery are celebrated including the courageous stand Rosa Parks took to demand justice. Still, we are in the midst of unprecedented times regarding politics, civil rights, police response and social perspective. How can we shape and define our teaching and our own experience concerning Black History? Black History is *our* history and should not be delegated to one month. It is time to tell the complete story, or better yet, the ongoing story as our history unfolds. We choose to celebrate Black History and move into a more broader understanding each and every day.

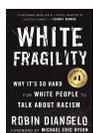
## DIVERSITY, EQUITY, INCLUSION BOOK CLUBS

### Keep the Conversation Going...

We have enjoyed a fantastic first book club series. Both groups engaged in dynamic discussions about anti-racism and “peeling back the layers” of our own vulnerability. Please note, books will remain available upon request for personal use. **Books for this upcoming series are also available to borrow at front reception.**

#### Next Book Club Series:

(Click links below for details, date and zoom call info)



**White Fragility**, Robin DiAngelo  
HOSTED BY CAITLIN YIP, Mondays @ 7:00 pm  
[cyip@riverviewschool.org](mailto:cyip@riverviewschool.org)



**Four Hundred Souls**, Kendi & Blain  
HOSTED BY KATE AYSON, Wednesdays @ 7:00 pm  
[kayson@riverviewschool.org](mailto:kayson@riverviewschool.org)

## RESOURCES

*Things we are listening to, reading, watching, and following.*

### Podcast

→ [\*This American Life: The Problem We All Live With\*](#)

### Articles, Newsletters

- [\*Stonewall Uprising: 50 Years Later\*](#): MICHAEL GOLD- NEW YORK TIMES, 06/28/2019
- [\*This is the Black Renaissance\*](#): IBRAM X. KENDI- TIME MAGAZINE, 02/03/2021
- [\*Anti Racism Daily\*](#): Daily Newsletter about how to actively practice anti-racism. Click to subscribe for daily newsletters emailed directly to you.
- [\*Female Role Models: BHM\*](#): Resource list of prominent black female role models.

### Social Media

- [\*Instagram\*](#): @amandanggonguyen, @drwngdrwng, @thegreatunlearn

## RIVERVIEW CAMPUS UPDATE!

We are very excited to share that our Riverview campus is in the process of identifying several single stall public bathrooms that will be identified as “Gender Neutral” bathrooms around various parts of campus ( including the new Cohen Center). Once name plates and changes have been completed, we will let everyone know.

## DEI IN THE NEWS

### What You Can Do About Anti-Asian Violence

ROSALIE CABISON- ROLLING STONE, February 13, 2021

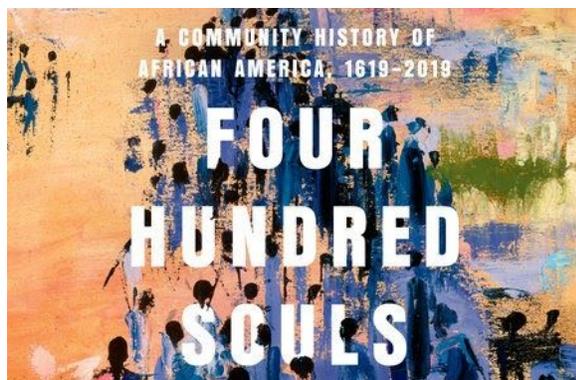


In the 1880's the United States identified Asian people as a threat, as evidenced by the Chinese Exclusion Act that strictly limited Chinese immigration and made naturalization difficult. Today the rhetoric around Coronavirus has been heavily influenced by the former POTUS as the virus was publically referred to as the "China virus" or the "Wuhan virus" during televised events addressing the nation. In the time between March to December of 2020 there were over 2,808 documented instances of anti-Asian incidents. Hate crimes against the Asian-American community have been swept under the rug by major news networks even though there has been a significant increase in instances of violence against the community since early 2020. Within the Asian-American community, the most vulnerable members are the elderly who have been physically attacked in public spaces.

## FURTHER READING

### [400 Years of the "American Experience" Told by a Choir of Black Voices](#)

MARK WHITAKER- WASHINGTON POST, February 5, 2021



This Washington Post article is a review of the book “Four Hundred Souls: A Community History of African America, 1619-2019”. The book is a collaboration with prominent black writers, activists, and poets to create 80 short, compelling essays on the African American experience. 80 different voices. Each essay covers a 5 year period over 400 years, ending with the 2014-2019 essay written by the Founder of the BLM movement. This book is edited by Keisha N. Blain and Ibram X. Kendi, the Director of the Center for Antiracist Research at Boston University. Both are renowned authors and nationally recognized as influential voices of the movement. Check out this review to see why we chose this selection for our next book club series. - **Recommended by Kate Ayson**

## ADDITIONAL RESOURCES

### *Opportunities for DEI engagement and education.*

- [How to Support Trans Students](#): For Educators: how we can effectively support our LGBTQ+ students.
- [26 Simple Charts That Show Racism Exists](#): Not convinced racism is still a problem in America? Click here.
- [Let's Get it Right - Pronouns](#): For Educators: Using correct pronouns and names.

## FAST FACTS

### *About Black/Brown LGBTQ+ community.*

*Source: [HRC.org](#) - 2019 Black & African American LGBTQ YOUTH REPORT*

In 2019...

- Only 19% of Black LGBTQ+ youth felt that they could “definitely” be themselves while at home.
- 67% of non-cisgendered Black LGBTQ+ youth noted that their family members make them feel bad for their LGTB+ identities.
- 62% of Black LGBTQ+ youth have experienced unwanted gestures, jokes, or comments.
- 30% of Black LGBTQ+ youth have been physically threatened due to their LGBTQ+ identities.
- 67% of Black LGBTQ+ youth have been verbally assaulted based on their LGBTQ+ identities.
- 91% of Black LGBTQ+ youth reported that racism has impacted their lives and the lives of their family and friends
- 63% of Black transgender/nonbinary youth avoid using the restroom during the school day
- 41% of Black transgender/nonbinary youth report having the experience of others using their true name.

## SUPPORTING EACH OTHER

### *We want this to be a safe space for learning.*

As we begin many important dialogues, and encourage colleagues to lean into discomfort, we also want to remind everyone to do so in a respectful manner: Listen to understand, be raggedy, speak from personal experience, disagree without being disagreeable, tend to impact, make the implicit explicit, agree to uncover.

## SHARE FEEDBACK

Feel free to contact us below or here: [DEI Feedback](#).

### **Newsletter Committee Member Contact List**

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*Riverview School is a community that values and celebrates diversity as essential to the experience of our students, staff and community. We embrace and respect differences, including but not limited to: race, socioeconomic status, gender, sexual orientation, religion, age, cultural heritage, educational background, and of course learning styles. As a community that aspires to reflect and prepare our students for the increasingly diverse world, Riverview supports and nurtures the whole child and their full identity.*