

diversity, equity, inclusion (DEI)

COMMUNITY NEWSLETTER



Riverview School

March 25, 2021 / Issue #4 / Racial Diversity

“We at Riverview School stand in solidarity with, and are committed to being supportive allies to the Asian American community. As violence and racism continue to rise, now is the time for us to listen and learn from their heartbreak. We invite everyone to be a supportive voice for all Black, Indigenous, and people of color communities. The call to action is now.”



Welcome to Riverview's 4th 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

After Atlanta: Teaching About Asian American Identity and History

ELIZABETH KLEINROCK- LEARNING FOR JUSTICE, March 17, 2021

America as we know it has indisputably been built off a foundation of intolerance and colonization. We would be remiss to ignore the deep rooted history of intolerance of BIPOC from our country's origin. The Asian American community has experienced targeted oppression and racism throughout the years including the Chinese Exclusion act of 1882, Japanese internment camps during WWII, the Korean businesses targeted in the riots after the recorded beating of Rodney King, and the persecution of South Asian Sikhs after 9/11. Racist attitudes towards Asian Americans have become more prominent since COVID-19. On March 16th, 2021, the Asian American community was under attack in Atlanta, Georgia. This mass shooting cost eight people their lives including Asian Spa workers Hyun Jung Grant, Xiaojie Tan, Yong Ae Yue, Suncha Kim, Soon Chung Park, and Daoyou Feng, customer Delaina Ashley Yaun, and alarm maintenance man Paul Michels. As educators it is our responsibility to be knowledgeable about the racism that permeates our society in order to effectively support and understand the intersectionality in our diverse student population. -Synopsis by committee members Ann Phelan & Caitlin Yip

'THE D.C. DOCKET'

What's Happening in the House and Senate

From the DEI COMMITTEE member Kate Ayson

On March 11, 2021 Senator Mazie Hirono (D-Hawaii) and Representative Grace Meng (D-N.Y.) introduced the COVID-19 Hate Crimes Act, legislation to address the rise of hate crimes and violence targeted at Asian Americans and Pacific Islanders (APIs). Click [HERE](#) to learn more about this legislation and the resolutions put forward to honor May as Asian Pacific American Heritage Month.

The Senate Rules Committee began hearings on Wednesday regarding the For the People Act, the comprehensive bill that would protect voting rights, tackle "dark money" in political campaigns, impose new ethical restraints on the executive branch and ban partisan gerrymandering. The need to reauthorize the Voting Rights Act preclearance process is embodied in a separate bill, the John Lewis Voting Rights Advancement Act.

To learn more about what's at stake, visit: www.aclu.org/issues/voting-rights and to message your congressional representative, click [HERE](#).



FURTHER READING

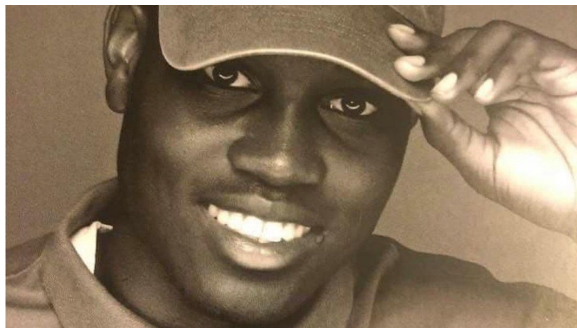
[Where Did BIPOC Come From?](#)

SANDRA E. GARCIA- NY TIMES, June 17, 2020

The term “BIPOC” can be seen as both uniting and segregatory depending on who you speak with and what the topic is. This article reviews the importance of not lumping all people of color together when it comes to issues that disproportionately impact specific cultural groups. Gain insight on what this acronym means and what it means to the people who identify themselves as BIPOC.

[Before Breona Taylor and George Floyd, There Was Ahmaud Arbery](#)

RICHARD FAUSSET- NY TIMES, February 28, 2021



The murder of Ahmaud Arbery in 2020 Georgia spotlights the way in which racism is deeply wrapped up in our societal systems. The defense of the shots that killed Ahmaud rests on a Civil War era law of citizen's arrest. It beckons all to reevaluate whether or not this defense would hold up if the roles were reversed and implores us to consider what ways the law needs to change to match the times.

[Media's Portrayal of our Differences](#)

JANE HAUSER- NESCA, March 1, 2021

RESOURCES

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

Film, Video

- [Bibi](#): VICTOR M. DUENAS- LEARNING FOR JUSTICE
- [Uncomfortable Conversations With A Black Man](#)

Articles, Newsletters

- [Indigenous Peoples and Violence](#): ASSOCIATION ON AMERICAN INDIAN AFFAIRS

Social Media

- [Instagram](#): @beyonkz, @soyouwanttotalkabout, @antiracismdaily, @ckyourprivilege, @teachandtransform @yourrightscamp
- [TikTok](#): ms.moar.you.know (highlights and educates about the blatant mistreatment of Indigenous people in Canada, especially the failings of CPS and hospital discrimination against pregnant Indigenous women)

EDUCATIONAL RESOURCES

Opportunities for DEI engagement and education.

- [Culturally responsive teaching: What you need to know](#): EDUCATORS TEAM at UNDERSTOOD
- [What it Means to Be an Anti-racist Teacher](#): VAL BROWN, CRYSTAL L. KEELS- LEARNING FOR JUSTICE
- [Books That Promote Diversity and Inclusion](#): COMMON SENSE MEDIA
- [The problem with that equity vs. equality graphic you're using](#): CULTURALORGANIZING.ORG

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.

DIVERSITY, EQUITY, INCLUSION BOOK CLUBS

Keep the Conversation Going...

Ongoing book clubs continue for [White Fragility](#) and [Four Hundred Souls](#).

GLOSSARY

Terms to build our community vocabulary.

Anti-racist An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.

Cultural Appropriation Theft of cultural elements—including symbols, art, language, customs, etc.—for one’s own use, commodification, or profit, often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.

Ethnicity A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.

Race For many people, it comes as a surprise that racial categorization schemes were invented by scientists to support worldviews that viewed some groups of people as superior and some as inferior. There are three important concepts linked to this fact: Race is a made-up social construct, and not an actual biological fact. Race designations have changed over time. Some groups that are considered “white” in the United States today were considered “non-white” in previous eras, in U.S. Census data and in mass media and popular culture (for example, Irish, Italian, and Jewish people). The way in which racial categorizations are enforced (the shape of racism) has also changed over time. For example, the racial designation of Asian American and Pacific Islander changed four times in the 19th century. That is, they were defined at times as white and at other times as not white. Asian Americans and Pacific Islanders, as designated groups, have been used by whites at different times in history to compete with African American labor.

POC (People of color) Often the preferred collective term for referring to non-White racial groups. Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as an inclusive and unifying frame across different racial groups that are not White, to address racial inequities. While “people of color” can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, e.g., “non-White”), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.

BIPOC Black, Indigenous, People of Color. This term was developed to ensure the inclusion of Black and Indigenous folk who are often erased or silenced by the larger society and to ensure that the individual struggles and experiences of each group were acknowledged.

For these glossary terms and more, please refer to [RACIAL EQUITY TOOLS](#).

SHARE FEEDBACK

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

Newsletter Committee Member Contact List

Kate Ayson kayson@riverviewschool.org

Tess Blackwell tblackwell@riverviewschool.org

Liz Clancy-Coleman

elclancy-coleman@riverviewschool.org

Phil Gerard pgerard@riverviewschool.org

Rich Marvin rmarvin@riverviewschool.org

Kim McKinnis kmckinnis@riverviewschool.org

Kyle Merrill krmerrill@riverviewschool.org

Ann Phelan aphelan@riverviewschool.org

Austin Rindfuss arindfuss@riverviewschool.org

Erin Rindfuss erindfuss@riverviewschool.org

Brooke Sylvia bsylvia@riverviewschool.org

Maura Wright mwright@riverviewschool.org

Caitlin Yip cyip@riverviewschool.org

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.