

## 9 Ways to Begin A Diversity Conversation With Teachers & Staff

1. Share your ethnicity to the staff and when you first discovered you were different and how it affected you then and now.
2. Have each teacher and staff member share their ethnicity and one thing that is special about their culture and why.
3. Have everyone share what their definition of diversity is and how they actualize that in their classrooms in specific and tangible everyday practices in their relationships with the students and integrating diversity into their teaching practices and curriculum.
4. Have each teacher/staff share what is good and what is hard talking about race/racism with their students and peers.
5. Have each teacher/staff share what they notice/experienced how racism plays itself out in your school site amongst students/staff/teachers.
6. Have each teacher/staff share how racism has affected their lives and what it has taken for them to get to this room.
7. Have each teacher/staff share how race/racism affects a students' attitude, self-esteem, behavior, and classroom performance.
8. Have each teacher/staff share what they think are effective ways to talk about racism, to deal with the issues of racism and to unlearn it. Also, what kinds of trainings would they need to sharpen their skills and knowledge.
9. Have each classroom and hallways filled with quotes/pictures from all cultures and discuss what they mean with students, teachers, and staff.