

Equity Team Highlight:

February is Black History month! As part of our celebration, we are once again participating in the National Council for Teachers of English (NCTE) African American Read-In! This event started in 1990 to “make literacy a significant part of Black History Month.” Each class will read a book written by an African American author. Last year teachers read books such as “The Other Side,” “Each Kindness,” and “Salt in his Shoes.” We encourage you to read books to your child at home that include diverse characters and from authors of different backgrounds. If you want some suggestions, check out the [We Need Diverse Books](https://www.weneeddiversebooks.com/) website.

The teachers at WTE just attended a professional development opportunity led by our school’s equity team. This gave the equity team the chance to share what they have worked on so far this year with the rest of the school. The team’s focus for the meeting was to explain implicit bias that can occur in schools and how we can address them. If you are not familiar with this topic, here are some helpful terms and resources:

- **Implicit bias** - attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Here is a link to a video from UCLA that may also be helpful: <https://youtu.be/5S7Je6kbGDY>.
- **Institutionalized racism** – refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. For additional information, [click here](#) to access resources from UNC Chapel Hill.
- **Microaggressions** - brief and commonplace daily statements, actions, or incidents, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color because they belong to a racial minority group (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007).

