

## *What do I say when...? What do I do then...?*

Mitigative-----→Transformative

| Event                                                                                                                                                                                                                                                                                                                                                                                                         | Recognize | Respond/Redress | Cultivate/Sustain |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------|-------------------|
| An educator has a Black Lives Matter banner hanging in their classroom. A group of parents are upset and complaining to you that they do not want their children “indoctrinated” while they are at school.                                                                                                                                                                                                    |           |                 |                   |
| You are in the lunchroom and overhear students using homophobic slurs toward each other. The students appear to be friends and “playing”. A colleague is sitting at the table with the students and not addressing the situation with the students.                                                                                                                                                           |           |                 |                   |
| The basketball team prays together before each game. You share your concern with the coach that this may make players feel they are obligated to pray with the team which would be an infringement on their freedom to practice or not practice the organized religion of their choosing. The coach tells you that players can opt out if they choose, so it is not a concern.                                |           |                 |                   |
| A colleague teaches a unit that reinforces white supremacy ideology along with dominant narratives about power and privilege. When you discuss with the colleague your concerns with the overt and hidden messaging of the unit, your colleague reminds you that students need to know this content to be traditionally prepared for college. Your colleague is uninterested in making shifts to the content. |           |                 |                   |