

READ FIRST: Welcome to NEA's Advancing Racial Justice- This is an in-person event. It is required that you complete all modules in this pre-attendance session. Please download the file named Pre-Attendance Handouts to your device that you will bring to this meeting. Several pages in this document are fillable forms. You can either complete your work in the file you downloaded and save it, or you can print your document, fill it out by hand, and bring it with you.

Why Pre-Academy Assignments? The resources compiled here are short, relevant, and intended to help you shift from the day-to-day cognitive load of work to the thinking you will use as a learner at the academy. It should take no longer than 2 hours to complete the entire package.

Overview of Pre-Academy Assignments (Approximate time to Complete -3 Hours Total)

1. Community Agreements(required) – This is a separate module found in the left-hand navigation list, AND it is found on page 3 of the Pre Attendance Handouts. Please complete this module and Page 3-4 before our meeting. Estimated time to complete: 15 Minutes

2. Implicit Bias Activity (required) – There is a link and directions about this activity found on page 5 of the Pre-Attendance Handouts. Complete the activity and the reflection before attending. Estimated time to complete: 30 Minutes

3. Self-Assessment (required) – This is a fillable form found on page 6, with the option of completing an assessment either on page 7-8, or 9-10 of the Pre Attendance Handouts. Your work will be saved in this form as long as you have downloaded the file to your device. You might decide that you want to read the associated article that begins on Page 11. Estimated time to complete: 15 Minutes

4. Learning Continuum (required) - This is a fillable form found on page 15 of the Pre Attendance Handouts. Your work will be saved in this form as long as you have downloaded the file to your device. Estimated time to complete: 15 Minutes

5. Understanding Privilege (required) - This is a fillable form found on page 16 of the Pre-Attendance Handouts. Your work will be saved in this form as long as you have downloaded the file to your device. Estimated time to complete: 15 Minutes

6. Anti-Racist Checklist (required if you are white or white presenting) - This is a fillable form found on page 75 of the Pre-Attendance Handouts. Your work will be saved in this form as long as you have downloaded the file to your device. Estimated time to complete: 15 Minutes

7. NEA Policies (required) - Pages 17-24 provide several NEA policies outlining its commitment to racial and social justice. Please complete the reflection question found on Page 17- and consider all the policies. Estimated time: 10 Minutes

8. Reading to Prepare for In-Person Team Work (Don't try to do this all in one dose; devote an hour to reviewing) - Several articles, beginning on page 25, will require your familiarity. Most of these build on conversations and reflections we will do in the room. These simply need a review. However, some of these are scenarios we will use in group settings, and reading in the room can be tough. Be sure to read "Everyday Racism..." and the "Equity Case Analysis," and the following scenarios will also be central to a group activity. You must be relatively familiar with them.