



Recently, CTA President, E. Toby Boyd, and SMUSD Superintendent, Dr. Carmen García, issued statements following the murders of George Floyd, Ahmaud Arbery and Breonna Taylor and subsequent social tumult, anguish, grief, and outrage experienced by Americans from coast to coast.

SMEA would like to add to the conversation and stand in solidarity with local, state, and national leaders who admonish racism, discrimination, and social injustice. We condemn historic and present mistreatment and violence toward Black people. Our nation is experiencing a crisis of humanity that is the direct result of centuries of injustice. We acknowledge the severity and urgency of this crisis and commit to action that will bring positive change to our communities.

To our Black colleagues, friends, students, and community members: We see you. We grieve with you. We stand with you. We will listen, amplify, and support you. You matter and we WILL do better.

As educators, we have the unique responsibility to foster in young people the greatest values of this country: fairness, justice, and equity. It is our responsibility to work to abolish racism on an individual, structural, and institutional level beginning in our schools. **The time is now.**

SMEA calls on you to take a stand and actively contribute to a better future for all. We ask you to join us in looking within yourself and making the conscious decision to dismantle white supremacy, inequitable institutions, and systems that serve some but marginalize and disenfranchise others. As a nation, we have a lot of healing and work to do. **The time is now.**

Just as we stand together when we negotiate, we must stand together in the face of injustice. It is up to each of us to take concrete steps toward creating a better future for ourselves and our children. **The time is now.**

We Urge You to Join Us as We:

- **Take a Self-Inventory:** we must acknowledge the role that we each play, confront our implicit biases and privilege, and make intentional choices to engage with each other and our history.
- **Commit to Being Anti-Racist:** passive is not the same as active. It is not enough for us to say we are “not racist.” We need to dig deeper and do the work of being anti-racist, which requires action.
- **Listen to the Experiences of People of Color:** there are many books¹ and documentaries² to get you started. Let us broaden our world-views by stepping into someone else’s. *(Please note: it is not the job of People of Color to educate their white colleagues -- there are plenty of resources online which can be easily accessed and we have included starting resources below).*

- **Take Useful, Positive Action:** it is important to spread information and awareness. However, that is only the beginning. Consider how else we can participate in the reconstruction of a just society. Can we contact our elected representatives to demand police oversight? Can we make a donation of any size to an organization³ fighting for social change? Can we sign online petitions? Can we safely participate in a protest? Can we use our ballots to vote for people who support and will fight for real reform? Can we talk with our own children about how to be anti-racist allies?
- **Have the Hard Conversations:** You don't need to be perfect, you just need to try. Let's talk with our friends, family, and neighbors about race. We don't need silence, we need realness.
- **Reevaluate Your Curriculum & Instruction:** California Superintendent of Public Instruction, Tony Thurmond, challenged us to think about how public education is both a cause and a potential solution to the problem of systemic racism in our society. Consider how our curriculum and instruction serve a social justice agenda, yet may also be contributing to inequity. Let us make efforts to audit⁴ ourselves and commit to creating a more inclusive learning space. Let us seek out resources and try new resources that support this endeavor⁵.
- **Sustain Your Efforts:** A month from now or a year from now, will you be committed to building a better world? Singular actions will not eradicate what has plagued our nation for centuries. We must be committed for the long haul if we want to make real, lasting change.

As educators, we believe in a Growth Mindset. We encourage our students to get messy, make mistakes, and try again. Let us be the models that we ask them to live up to. Let us act with courage to do better.

Reflecting upon our organizational practices, we have decided to implement changes. These changes must be immediate and allow us to create space to attend to perspectives that we have not yet explored. Additionally, we have identified specific steps toward supporting racial justice in our community.

SMEA is committed to implementing the following initiatives with a sense of urgency:

- Foster diverse representation
- Amplify the voices of diverse populations
- Financially support local, education-based philanthropic organizations via donations
- Create an action committee: "SMEA Racial Equity Affairs Committee (REAC)"
- Work with SMUSD to advocate for more inclusive and social-justice oriented curriculums
- Provide professional development trainings for SMEA members
- Support candidates who align with our values of inclusion and social justice.

The time is now. Join us.

Resources to Use Now:

<p>1</p>	 <p>Top Left - Right: The Fire This Time, ed. Jesmyn Ward; Between the World and Me by Ta-Nehisi Coates; White Rage by Carol Anderson; The Fire Next Time by James Baldwin; The Citizen: An American Lyric by Claudia Rankine. Bottom Left - Right: The New Jim Crow by Michelle Alexander; How to Be an Antiracist by Ibram X. Kendi; They Can't Kill Us All by Wesley Lowery; Heavy: An American Memoir by Kiese Laymon; White Fragility by Robin DiAngelo.</p>	<ul style="list-style-type: none"> ● NY TIMES Anti-Racist Reading List ● Essential Reading Guide for Fighting Racism ● 8 Online Anti-Racism Workshops
<p>2</p>	 <p>Left - Right: True Justice: Bryan Stevenson's Fight for Equality on HBO; Ava DuVernay's documentary 13th on Netflix.</p>	<p>14 Documentaries to Educate About Racism</p>
<p>3</p>	 <p>Grassroots Law Project combines grassroots organizing with legal expertise to radically transform policing and justice in America.</p>	<p>Donations - Fund the Fight:</p> <ul style="list-style-type: none"> ● https://www.grassrootslaw.org/ ● https://www.aclu.org/ ● https://www.splcenter.org/ ● http://blacklivesmatter.com/ ● How To Help-Where to Donate ● Natl Resource List from
<p>4</p>	 <p>Left: https://centerracialjustice.org/resources/ Right: From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education by Estela Mara Bensimon, Lindsey Malcom, and Tia Brown McNair.</p>	<p>An Equity Self-Assessment</p>
<p>5</p>		<p>Equity Resources for Educators:</p> <ul style="list-style-type: none"> ● https://www.sanmarcosteachers.org/racial-justice-resources ● https://www.sdcoe.net/lls/equity/Pages/equity-resources.aspx ● https://www.cta.org/our-advocacy/social-justice/social-justice-resources