



## **City of Worcester Community Dialogues on Race** **Session 4: Monday June 15<sup>th</sup>, Youth and Education, Technical High School**

Purpose of tonight's dialogue: Discuss how young people are affected by racism in educational settings and how the education system is/is not effectively providing an equal education to all young people in our city.

Desired outcome for tonight's dialogue

- ➔ **1.** A list of ways racism affects young people in their educational experience/process.
- ➔ **2.** A list of ways the education system intervenes or can intervene against racism as it educates young people.

### **Definition of Racism**

For purposes of these dialogues, racism = prejudice + power, a common phrase in the field. It is also described as a system of oppression based on the socially constructed concept of race exercised by the dominant racial group (whites) over non-dominant racial groups. Racism operates on 4 levels: Internalized, Interpersonal, Institutional, and Structural. The relationship and behavior of these four levels allows racism to perpetuate itself generation after generation. Systems perpetuate racial inequity and no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to perpetuate racial disparities and inequities.

For more details go to [www.racialequitytools.org](http://www.racialequitytools.org)

### **Questions to consider:**

*20 minutes*

Brainstorm a list of answers to this question:

- 1. How does racism affect young people's educational opportunities and experiences?**

*20 minutes*

Brainstorm a list of answers to this question:

- 2. What can educators do to address different forms of racism within the educational system? What can students do?**

*20 minutes*

Brainstorm a list of answers to this question:

- 3. What can community organizations and faith based institutions do to help address these issues?**

*10 minutes*

Facilitator and Notetaker determine with the group the 6 answers (2 per question) you wish to share for your group's report back.