

# Antiracist Pedagogy as Praxis: Personal Commitments to Racially Inclusive Classrooms

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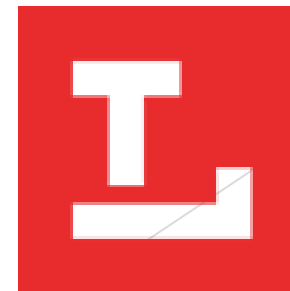
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Anti-Racism Teach-Ins  
August-Labor Day, 2020  
On Zoom in Toledo, Ohio



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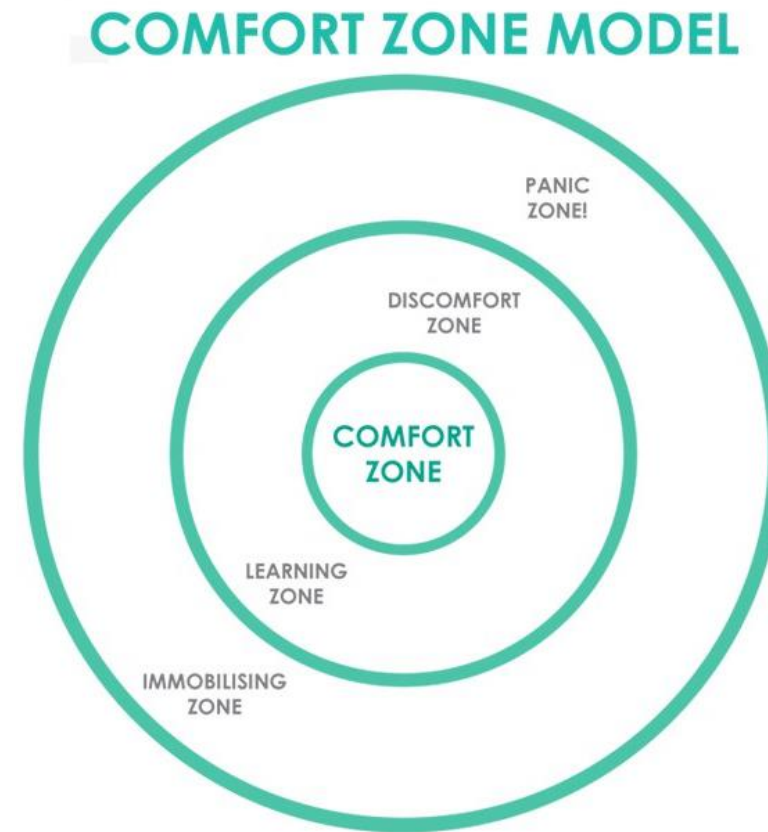
# Critical Consciousness (CC) as an Antiracist Approach

“Those who authentically commit themselves to the people must re-examine themselves constantly.” (Freire, 2000)

- ▶ **Definition:** CC is the ability to recognize and analyze injustice and make a subsequent commitment to take action against these forms of oppression (Anyiwo et al, 2018)
  - ▶ **CC definition of Antiracist:** The ability to recognize and analyze racism and make a subsequent commitment to take action against this form of oppression.
  
- ▶ **Essentials of Praxis:** Tools to transform racist spaces into antiracist spaces (Freire, 2000)
  1. Critical Reflection
  2. Unveiling the world of racism
  3. Action
  
- ▶ “How have I learned to recognize racism in my classroom world?”
- ▶ “In what ways have I taken antiracist action?”

# Addressing our Comfort Zone as Antiracist Educators

- ▶ Panic Zone
  - ▶ Accept personal realities/Deny Responsibility
  - ▶ Emphasize adaptation (i.e. it's always been this way)
- ▶ Discomfort Zone
  - ▶ Motivated to learn
  - ▶ Challenged to pose/identify problems (i.e. why are things this way?)
- ▶ Comfort Zone
  - ▶ Critical Reflection
  - ▶ Intervention (i.e. this has to change)



## Praxis is Action:

“We enter a world not of our own.” (Glaude, 2016)

### Antiracist action should:

- ▶ Seek to understand racism as complex rather than concrete (problem posing v. Banking)
- ▶ Change the way we think about social problems
  - ▶ Move beyond concepts like “unlearn”
- ▶ Reflect personal and organizational values
- ▶ Incorporate the voices and experiences of students of color
- ▶ Inspire others to take action
- ▶ Be experimental AND informed

### Action is not and does NOT:

- ▶ Bank on symbolism
- ▶ Consist of charity efforts (doing *for*)
- ▶ Preserve aspects of our lives at the expense of others
- ▶ Have an end date or end with a policy change

Have a “process over the prize” mentality

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”—John Quincy Adams

# Discussions for Breakouts

- ▶ How do you know you are growing as an antiracist? (Teacher or otherwise)
  - ▶ External factors (how others tell you)
  - ▶ Internal factors (describe your reflective experiences on racism—any observable changes in you?)
- ▶ Which of the praxis areas do you believe you need the most growth (i.e. critical reflection, identifying oppression/injustice, and action).
  - ▶ Why is this area a challenge for you?
  - ▶ How do you plan to challenge yourself in this area moving forward?
- ▶ How do you plan to hold yourself accountable as an antiracist in the future?