

SOUTH METRO-SALEM  
**STEM**  
Partnership



# EQUITY: RACE

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**K-12 Instruction and**  
**Equity Coach**



# STEM ATTRIBUTES

- integrate standards
- literacy and communication
- authentic and real-world experiences
- partnerships
- career awareness
- critical thinking
- collaboration and teamwork
- equity ←
- performance and proficiency



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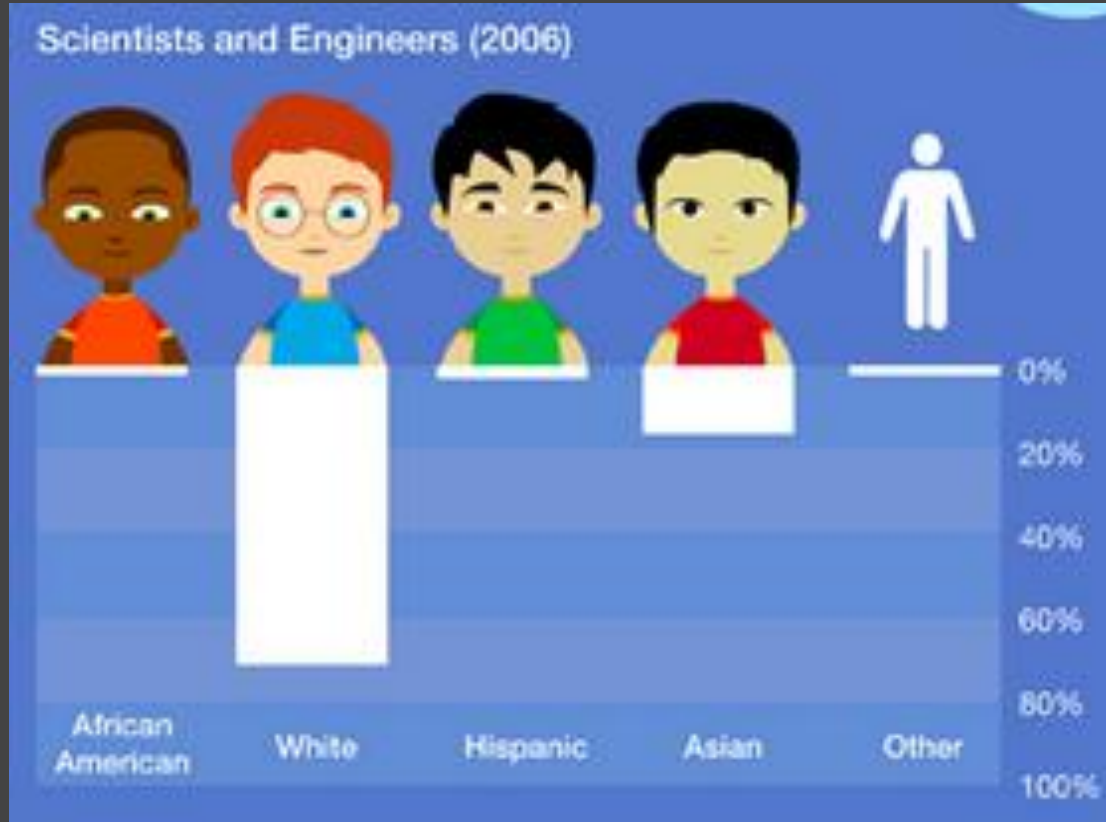
**pair-share**

What is your current thinking around the effect of race on equitable teaching and learning in our education system?

Why focus on race and STEM?

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# EQUITY: RACE

unconscious/unintentional racial biases

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# EQUITY: RACE

**unconscious/unintentional racial biases**

Reflect on your own racial biases or examples of racial bias you have observed or experienced in education for 1 minute.

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be aware of  
and challenge  
unconscious  
and  
unintentional  
racial biases

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## microaggressions

Commonplace verbal, behavioral or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative slights and insults to people from marginalized groups.

**-Derald Wing Sue**





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# EQUITY: RACE

microaggressions: pair-share

Describe a  
microaggression you have  
experienced or observed.



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**notice and  
interrupt  
micro-  
aggressions**



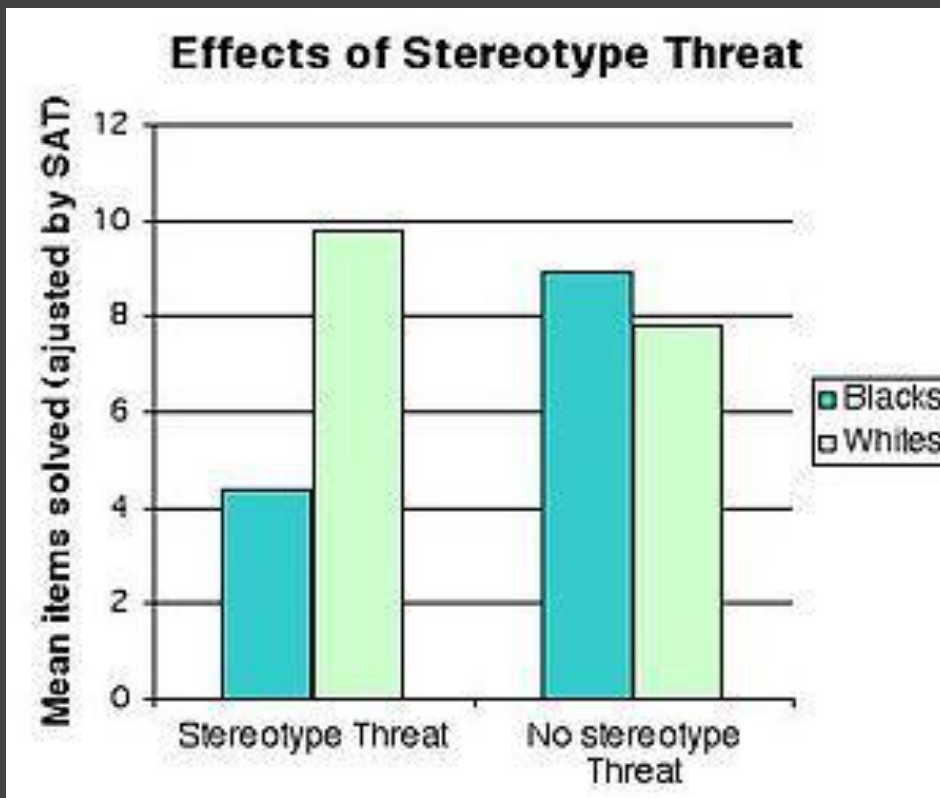
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## stereotype threat

Stereotype threat is the experience of anxiety in a situation in which a person has the potential to confirm a negative **stereotype** about his or her social group.

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University  
Stanford  
Steve Steele



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**minimize stereotype threat**

- reframing tasks
- using cooperative learning
- encouraging self-affirmation
- providing role models
- teaching stereotype threat
- teaching growth mindset

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# EQUITY: RACE

mindset

Carol  
Dweck  
2006

"If you manage people or are a parent (which is a form of managing people), drop everything and read *Mindset*."  
—Guy KAWASAKI, author of *The Art of the Start*

**mindset**  
THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN  
LEARN TO FULFILL  
OUR POTENTIAL

- \*parenting
- \*business
- \*school
- \*relationships

"Will prove to be one of the most influential books ever about motivation."  
—Po BRONSON, author of *NurtureShock*

CAROL S. DWECK, Ph.D.





# EQUITY: RACE

mindset

## TWO MINDSETS

CAROL S. DWECK, Ph.D.

Graphic by  
Nigel Holmes

**Fixed Mindset**  
Intelligence is static



Leads to a desire  
to look smart  
and therefore a  
tendency to...

**Growth Mindset**  
Intelligence can be developed



Leads to a desire  
to learn and  
therefore a  
tendency to...

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**fixed mindset**

**Intelligence  
is a fixed  
trait.**



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growth mindset

Intelligence  
can be  
developed.



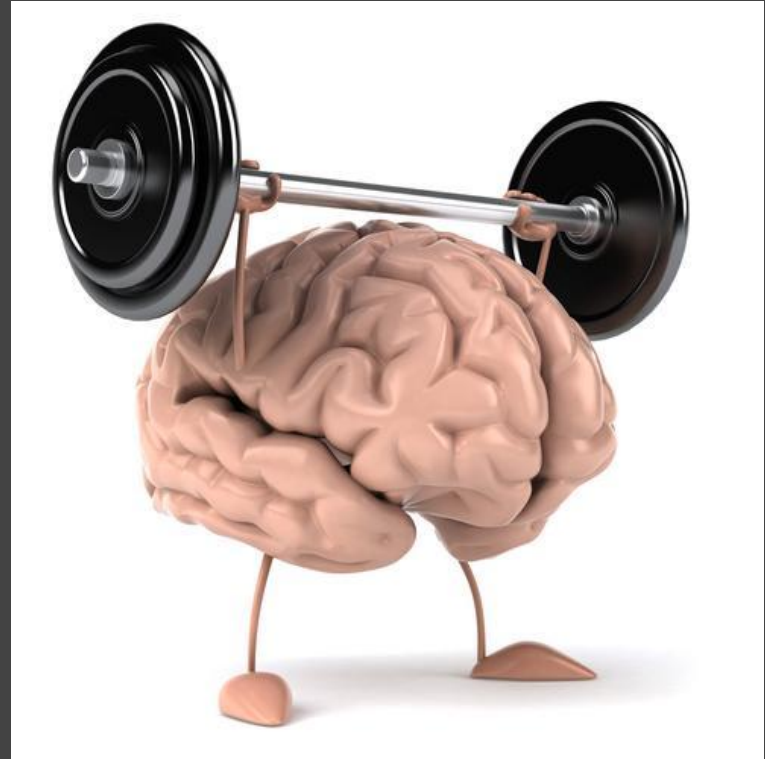
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growth mindset

You brain can  
“grow”  
through  
challenge and  
effort.



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# EQUITY: RACE

**culturally responsive teaching**

using the cultural knowledge, prior experiences, and performance styles of diverse students to make learning more appropriate and effective for them

**-Geneva Gay**



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**culturally responsive teaching**

Read and annotate “What are  
Key Features of Culturally  
Responsive Teaching.”

★ = currently in place

x = not currently in place

? = confusing idea



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**culturally responsive teaching**

With you partner, describe one “feature” you already implement in your classroom. Then describe one that you would like to start implementing this year.



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# EQUITY: NGSS

## Appendix D

“All  
Standards,  
All  
Students”



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# LITERACY

- reading
- annotating
- talking
- listening
- writing

