

How Did We Get Here?

Tony Limoges
Associate Superintendent, Human Resources
Rocklin Unified School District
tlimoges@rocklinusd.org
(916) 630-2240

**Mind
Of a
Dreamer**

by Eduardo Garcia



Four Agreements:

- **Stay engaged**
 - **Experience discomfort**
 - **Speak your truth**
 - **Accept non-closure**
- 

H O P E



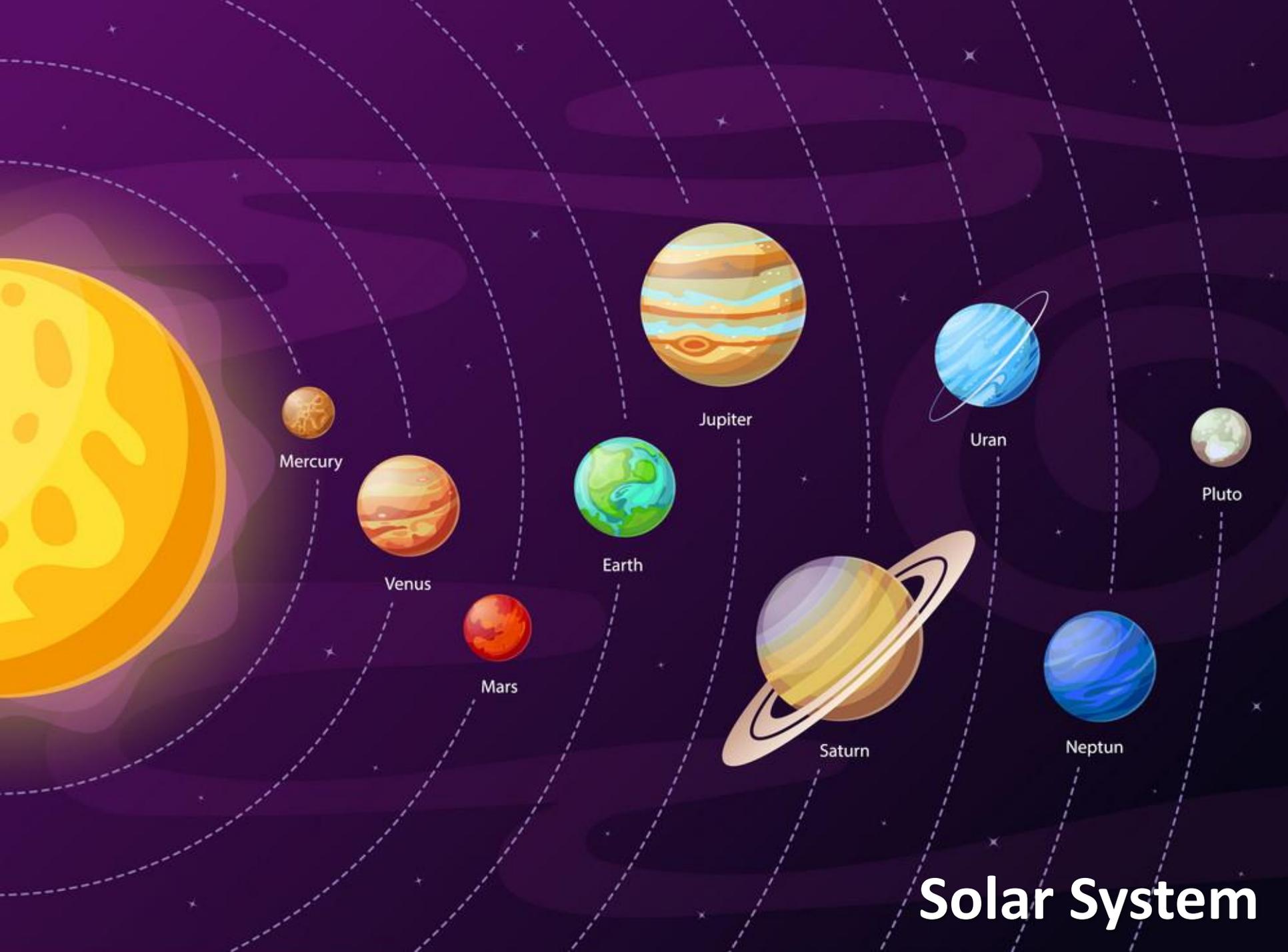
P L E



Upside Down World

- Point: “Up”
- Point: “Down”
- “I’m feeling up today.”
- “I’m feeling down today.”
- *“Uptown Girl”*





Mercury

Venus

Mars

Earth

Jupiter

Saturn

Uran

Neptun

Pluto

Solar System



**“Blue Marble”
Apollo 17**



weltatlas.de
...more than 850 maps worldwide

History of Cartography

- **Space is infinite**
- **Earth is spherical body flying through 3 dimensional space**
- **Ptolemy Egyptian Astronomer (90-168 AD)**
- **Earth spins on an axis pointed roughly at North Star**
- **Invention of the magnetic compass: “Magnetic North”**
- **Transition of 3 dimensional object to 2 dimensional**
- **Egocentricity: “What is on top is more important.”**

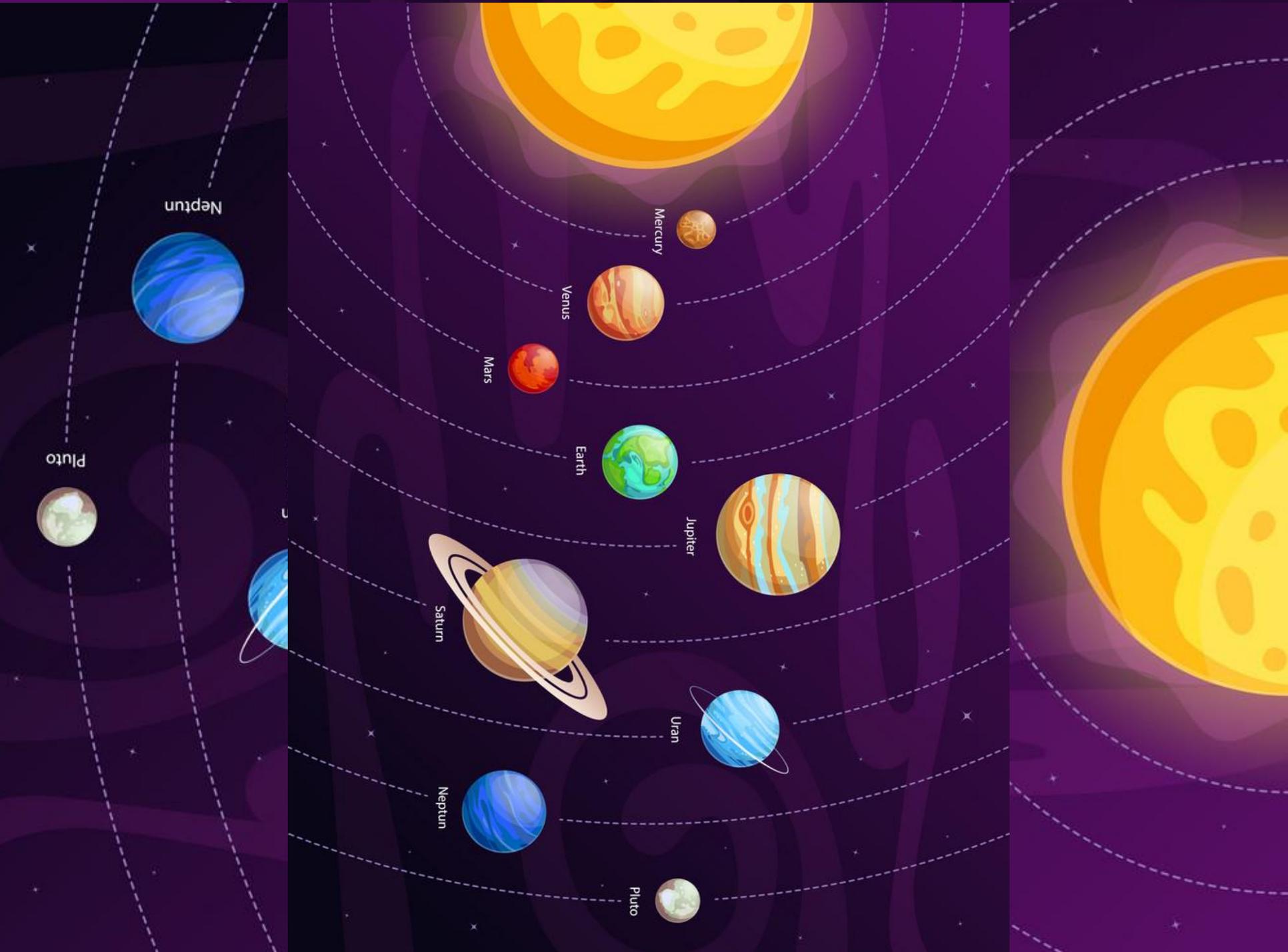
Bibliography:

<http://www.techrepublic.com/article/geek-trivia-worth-a-thousand-worlds/>

http://en.wikipedia.org/wiki/South-up_map_orientation

<http://www.geog.ucsb.edu/events/departments-news/957/why-is-north-up-on-maps/>

<http://www.upside-down-maps.com/about.html>



Pluto

Neptun

Saturn

Neptun

Mars

Venus

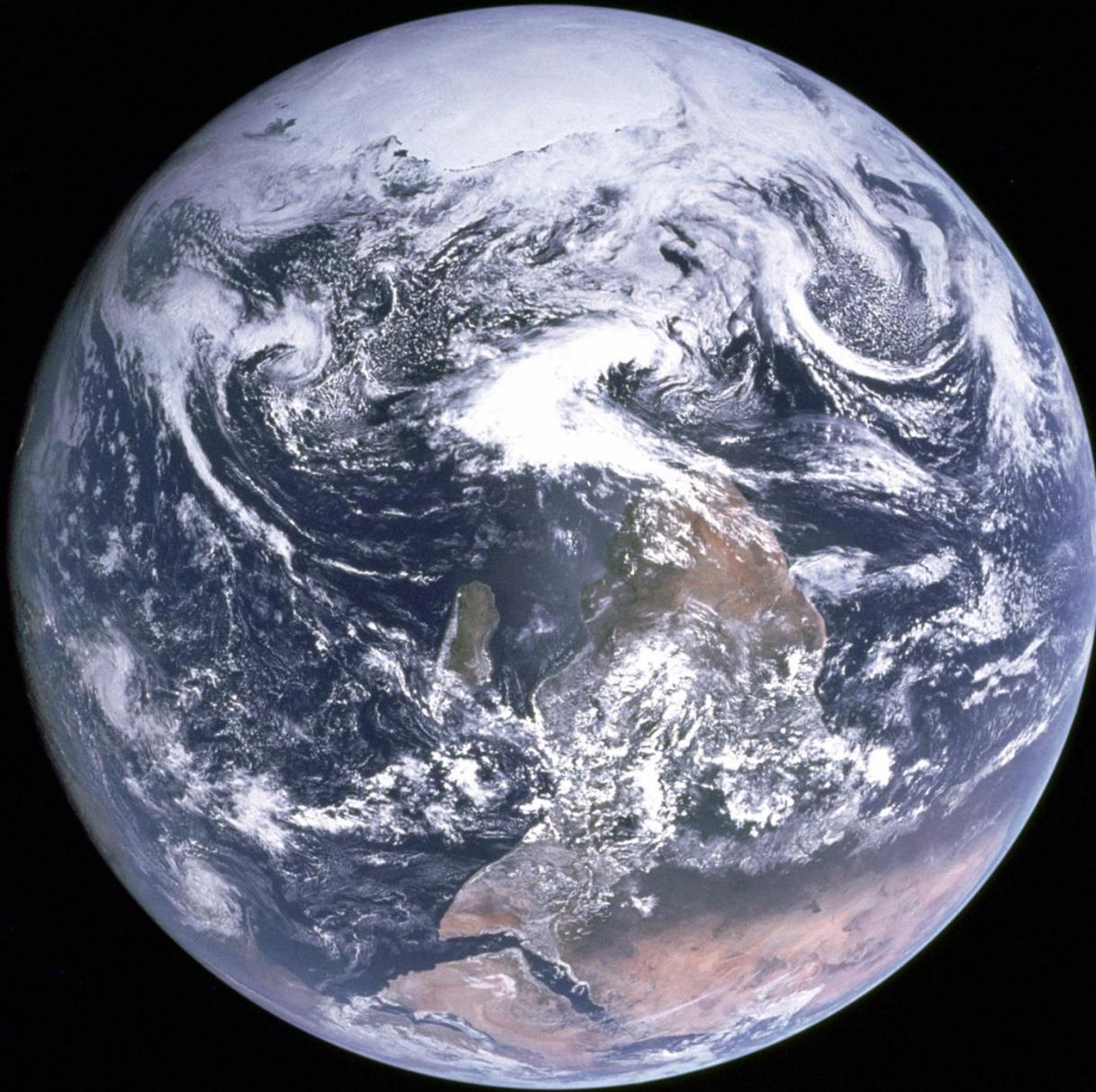
Earth

Mercury

Uran

Jupiter

Pluto



**Original
“Blue Marble”
Apollo 17**

WORLD MAP



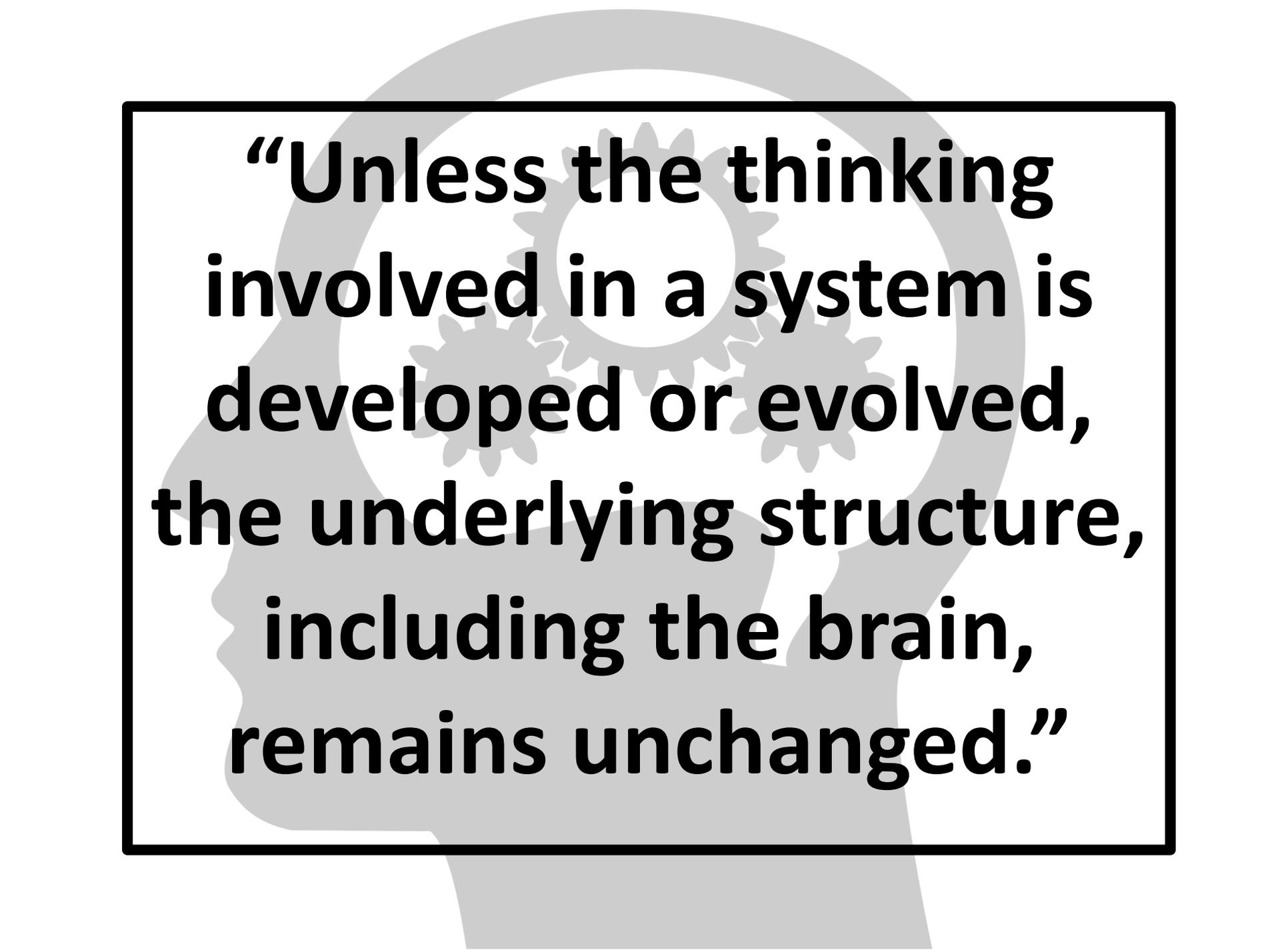
LEGEND
• Capital
• City, town

Traditional World Maps are drawn from the perspective of the first European explorers and cartographers – with the Northern Hemisphere at the top.
We think it time to break with tradition and show the world from the perspective of all those people living in the Southern Hemisphere.
After all, there is no objective geographical feature saying “This way up”.

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New Map Pro Ltd
PO Box 404, Wellington, New Zealand
Ph: +61 3 940 0000 Fax: +61 3 940 0000
Email: info@newmappro.com

PO Box 1004, Queensland East Town, Australia
Ph: +61 8 8362 0000 Fax: +61 8 8362 0000
Email: info@newmappro.com.au

ABBREVIATIONS:
B. HERTZ
L.E.
LUX.
MAC.
MONT.
RUS. FED.
BOSNIA AND HERZEGOVINA
LIECHTENSTEIN
LUXEMBOURG
MACEDONIA
MONTENEGRO
RUSSIAN FEDERATION



“Unless the thinking involved in a system is developed or evolved, the underlying structure, including the brain, remains unchanged.”



THE
AMERICAN
DREAM

The American Dream means different things to different people.





We the People

insure domestic Tranquillity, provide for
and our Posterity, do ordain and establish this

Article I

Section 1. All legislative Powers herein granted shall be vested in a Congress of the United States, which shall consist of a Senate and House of Representatives.
Section 2. The House of Representatives shall be composed of Members chosen every second Year by the People of the several States, and the Electors in each State shall have the Qualifications requisite for Electors in that State.
Section 3. The Senate of the United States shall be composed of two Senators from each State, chosen by the Legislature of the State in which they may be, and they shall hold their Offices for six Years, and each Senator shall have the Qualifications requisite for Senators in that State.
Section 4. The Times, Places and Manner of holding the Elections of Senators and Representatives, shall be prescribed in each State by the Legislature thereof; but the Congress may at any time by Law alter or change in any or in all of those Things the Time, Places and Manner of holding such Elections, provided they make no Change in the actual Time, Places and Manner of holding such Elections for the next Election thereunto.



Glasspar
100 H.P.

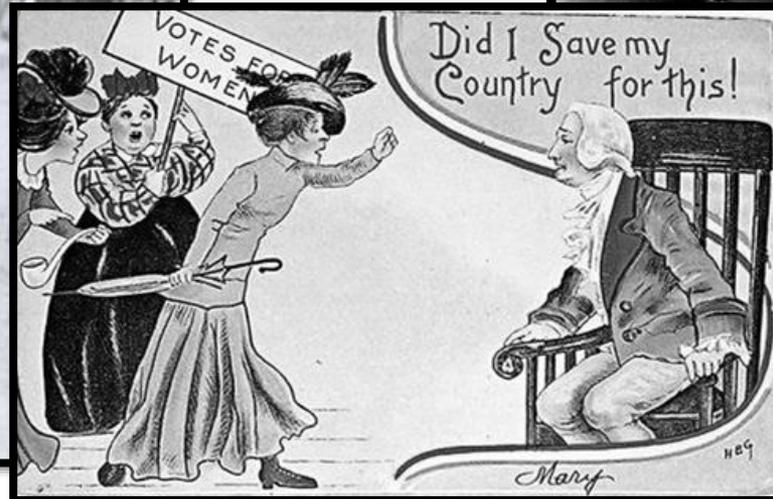
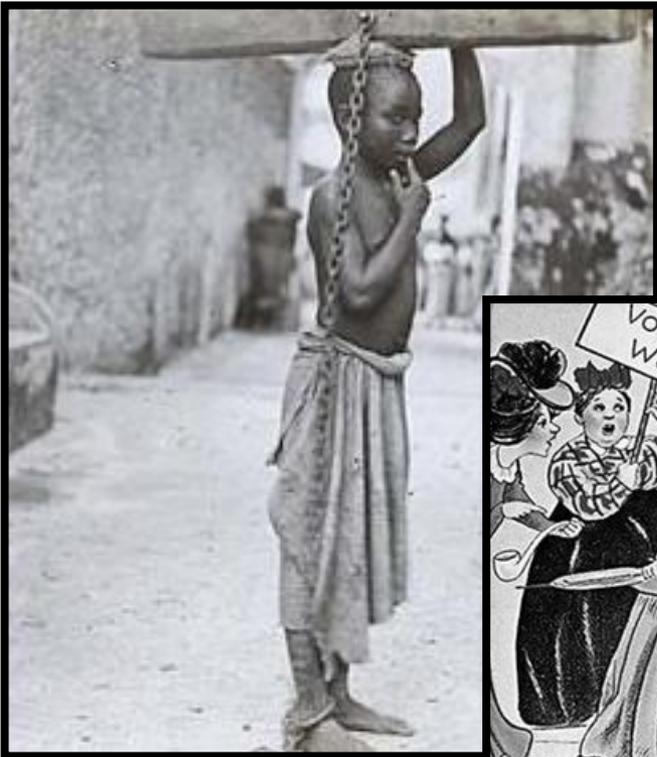
Doughboy

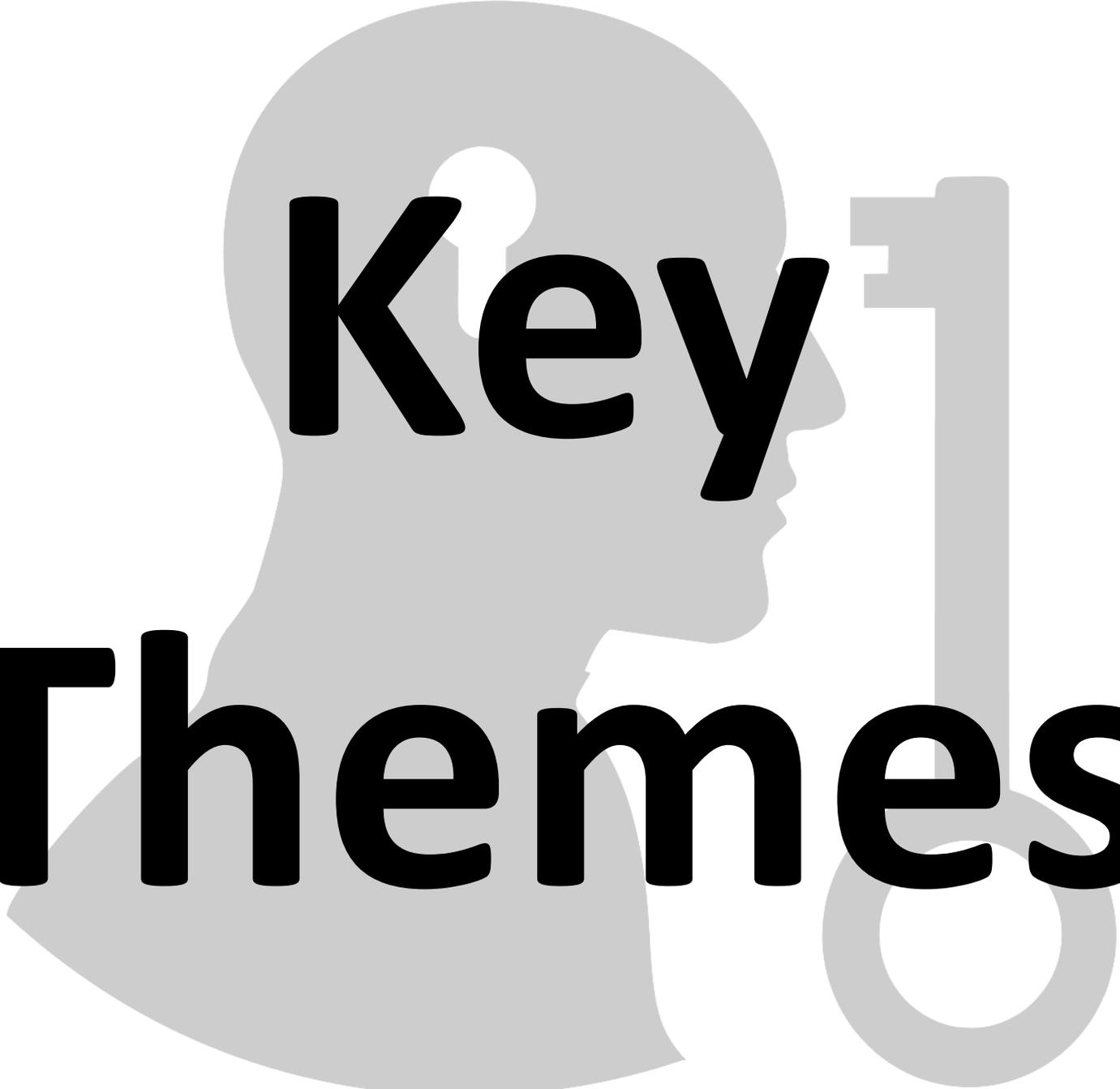
JET

NEW
WHEATIES

Wilson

Royal Chef



The image features two light gray silhouettes. On the left is a profile of a human head facing right, with a white keyhole cutout in the forehead area. On the right is a vertical silhouette of a key. The text 'Key Themes' is overlaid on these silhouettes in a bold, black, sans-serif font. 'Key' is positioned above 'Themes'.

Key Themes

Definition of a Marginalization

“Marginalization is both a condition and a process that prevents individuals and groups from full participation in social, economic, and political life enjoyed by the wider society.”

Fueling the Fire



Bias



Prejudice



Oppression



“ism” or “ic”



pedagogy
of the
oppressed
PAULO FREIRE

30th Anniversary Edition

With an Introduction by Donaldo Macedo

Social Justice Starts Here! **(1968)**

Keys Concepts

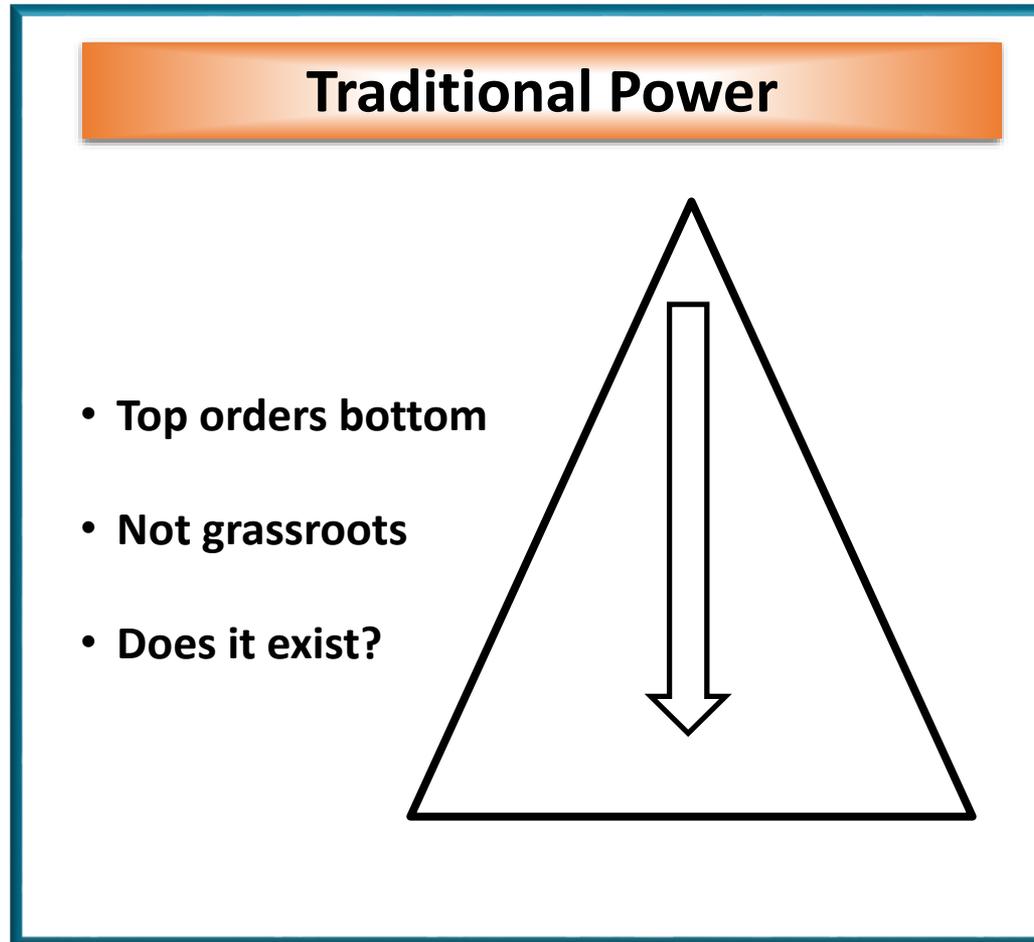
- Education as Practice of Freedom
- Culture of Silence
- Dehumanization
- Consciousness of the Oppressor
- False Charity vs. True Generosity

“...during the initial stage of the struggle, the oppressed, instead of striving for liberation, tend themselves to become oppressors, or ‘sub-oppressors.’”

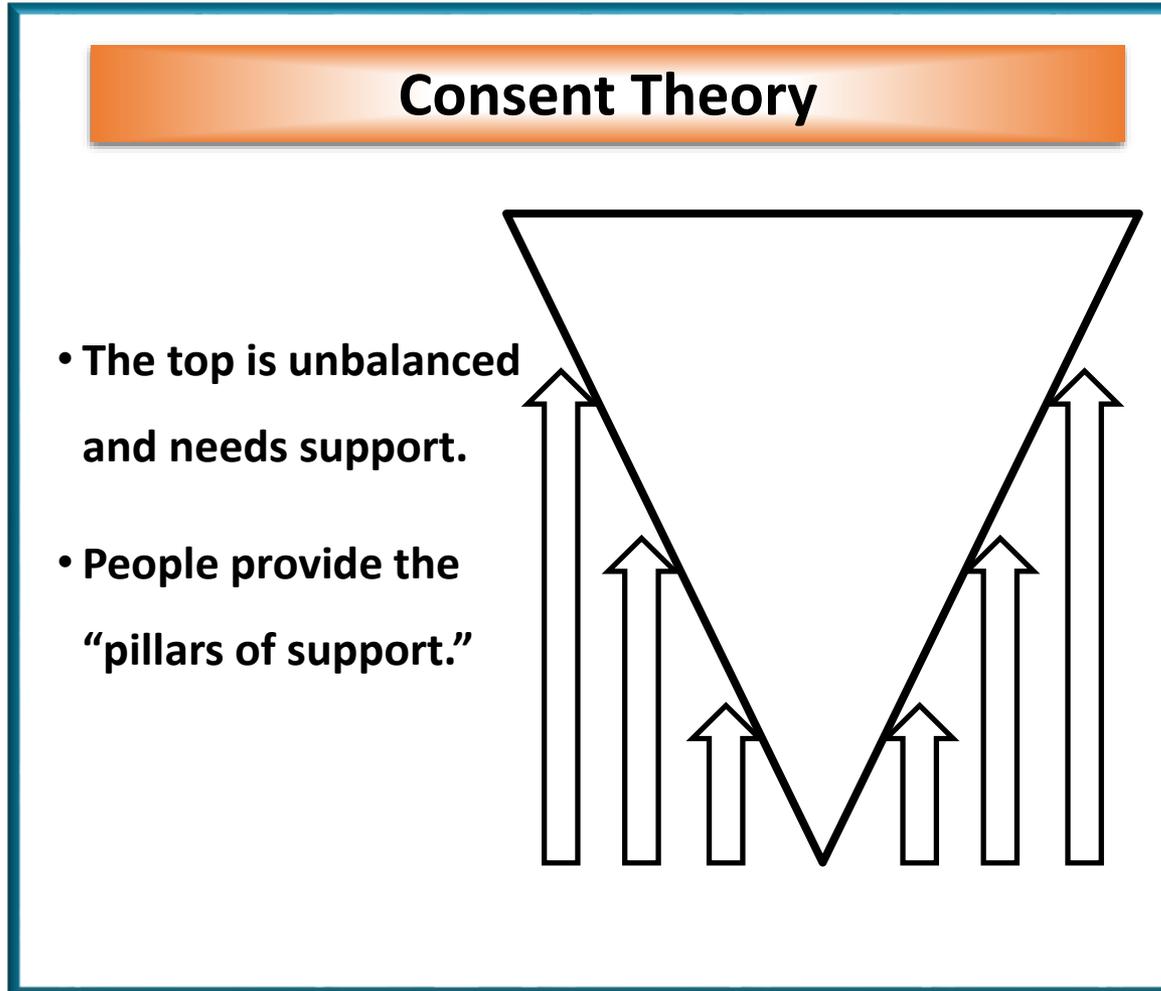
If we are unable to pinpoint the sources of “isms” and “ics”, how can we explain???

- **The achievement gap**
- **The school to prison pipeline**
- **Discipline disproportionality**
- **Unequal representation in AP/Honors**
- **Disproportionate SPED Designation**
- **Lack of representation in curriculum**
- **Lack of workforce Diversity**

Traditional vs. Consent Theory



Traditional vs. Consent Theory



Peggy McIntosh: *“Unpacking the Invisible Knapsack”*

White Privilege:

White privilege, specifically, is an institutional set of unearned benefits granted to White people. McIntosh characterizes White privilege as "an invisible package of unearned assets which I can count on cashing in each day, but about which I was 'meant' to remain oblivious" (p. 10). She likens it to "an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks."

White Privilege: Unpacking the Invisible Knapsack (1989), Peace and Freedom Magazine, July-August, 1989, pp. 10-12, Women's International League for Peace and Freedom, Philadelphia, PA.

No! It is not the only form of privilege

The Word 'Caucasian'

Caucasian (1795):

“I have taken the name of this variety from Mount Caucasus, both because its neighborhood, and especially its southern slope, produces the most beautiful race of men....”



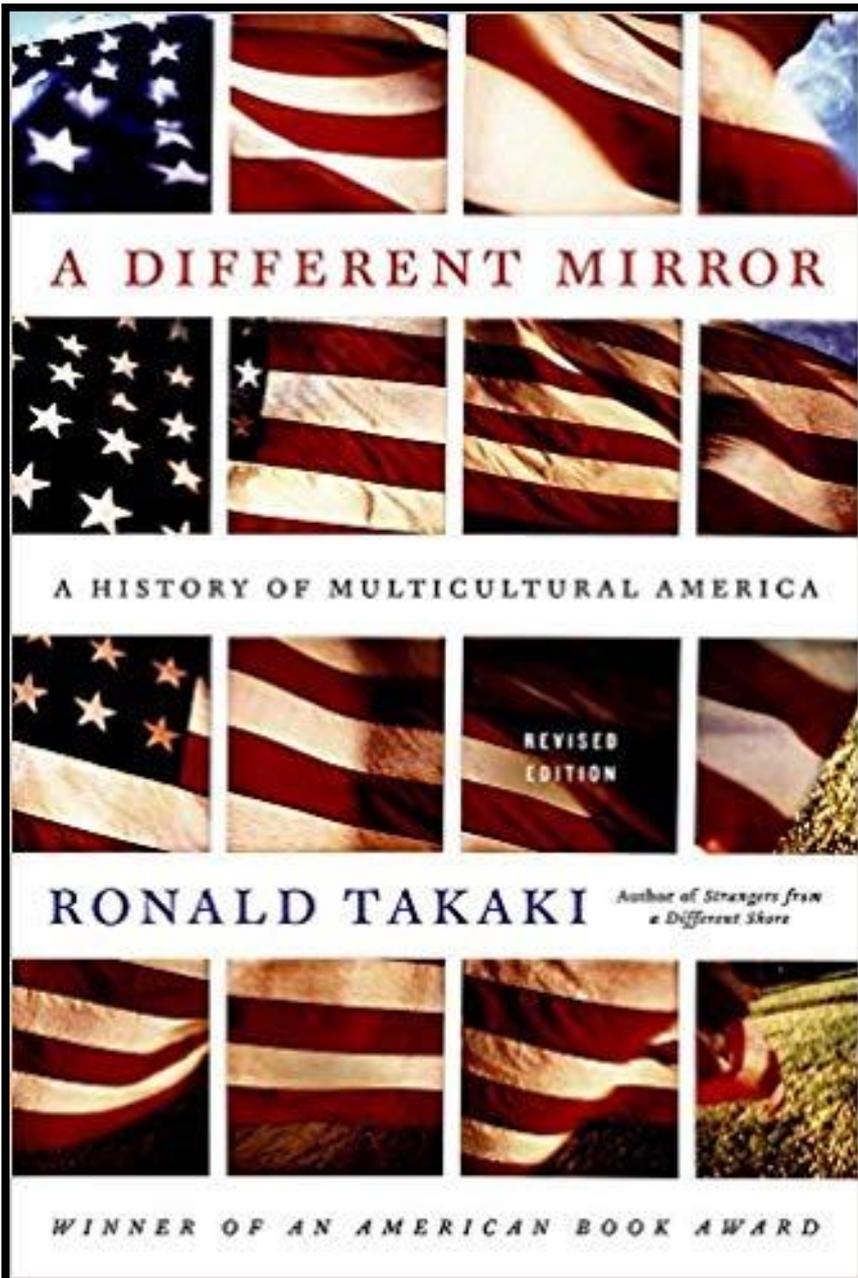
Johann Friedrich Blumenbach
De Generis Humani Varietate Nativa
(On the Natural Variety of Mankind)

Pair-share:

How could this quote potentially be a foundation for privilege and be a cause to current issues around racial identity and racial perceptions?

The Almighty Dollar!





THE CLASSIC NATIONAL BESTSELLER

HOWARD ZINN

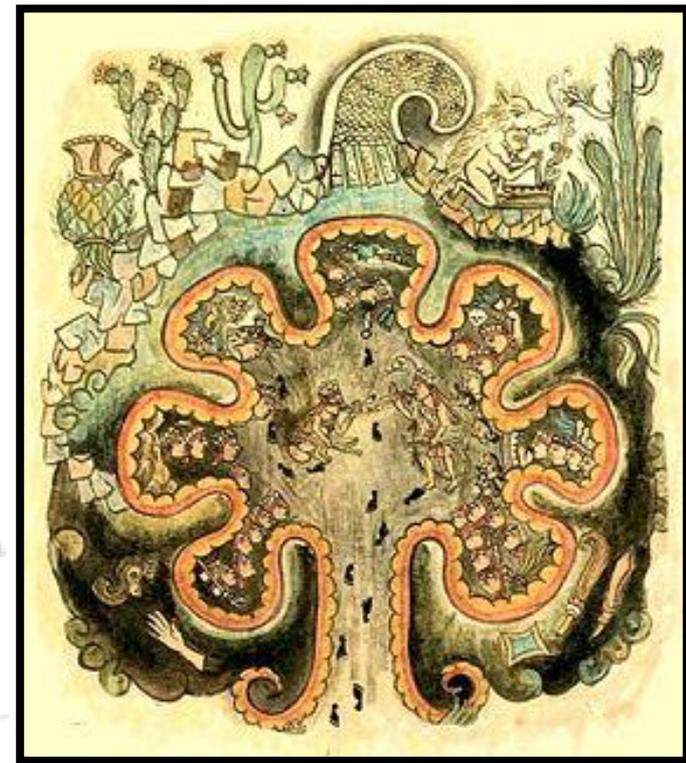
~ A ~
PEOPLE'S
HISTORY
OF THE
UNITED
STATES

WITH A NEW INTRODUCTION BY ANTHONY ARNOVE

"Historians may well view it as a step toward a coherent new version of American history." —Eric FONER, *New York Times Book Review*

Aztlan (1100 AD – 1300 AD)

- Real or Mythical
- “Place of Whiteness”
- “Place of the Heron”
- 7 tribes, 7 caves
- Mythical or Natural Migration



- Aztec homeland
- Aztec = “People of Aztlan”
- Documented in Aztec Codex
- Chicano movement, La Raza Unida, Brown Berets, MEChA
- “They were her first!”

Manifest Destiny (1800s)

Bear Flag Revolt (1846):



★ 1810 or 1821

★
9/16 or 9/27 ★

Greaser Act
Mexican Miners Tax



“This is a great country, the most peaceful and quiet country in the world...good bread, excellent meat, tolerable fish.”

Governor Diego de Borica

“los osos”

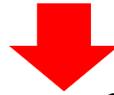
“My own experience has taught me that the lower class of Mexicans are docile, faithful, good servants...They have been ‘peons’ for generations...it is their natural condition.”

Sylvester Mowry

Lemon Grove Incident (1931)

Timeline:

Plessy v. Ferguson (1896)



Alvarez v. Lemon Grove School District (1931)



Bliss Bill (1931)



Mendez v. Westminster School District (1946)



Brown v. Board of Education (1954)



Cisneros v. Corpus Christi School District (1970)

What was going on in the United States at this time?

Bracero Program (1942-1964)

A-TEAM (1965)

20,000 High School Students

“They can do the work.”

“They are entitled to a chance at it.”

Secretary of Labor W. Willard Wirtz

“You go out in the field, and the first ray of sun comes over the horizon. Everyone looked at each other, and said, ‘What did we do?’

High School Student

“We worked three days and all of us are broke”

High School Student

What was going on in the United States at this time?

COINTELPRO (1956-1971)

“expose, disrupt, misdirect, discredit, or otherwise neutralize...”

Directives

- Create a negative public image for target groups
- Break down internal organization by creating conflicts
- Create dissension between groups
- Restrict access to public resources
- Restrict the ability to organize protest
- Restrict the ability of individuals to participate

Methods

- Infiltration
- Psychological warfare
- Harassment via the legal system
- Illegal force
- Undermine public opinion

“...protecting national security, preventing violence, and maintaining the existing social and political order.”

North American Free Trade Agreement (1994)

DECLINE IN UNION MEMBERSHIP IMPACTS U.S. LATINOS

9% Only nine percent of Latino workers are members of unions.²⁶

18% A unionized Latino worker makes **18 PERCENT MORE** than a non-unionized Latino worker.

A unionized Latino worker is more likely to have **health insurance coverage** and **a retirement plan.**²⁷

Sources: Center for Economic and Policy Research; U.S. Bureau of Labor Statistics, Union Members Summary

Sources: National Employment Law Project; U.S. Bureau of Labor Statistics, Current Population Survey

Household

Asian

White

Hispanic

Black

Maquiladoras

**DO
WORK**

**Are You
Contributing**

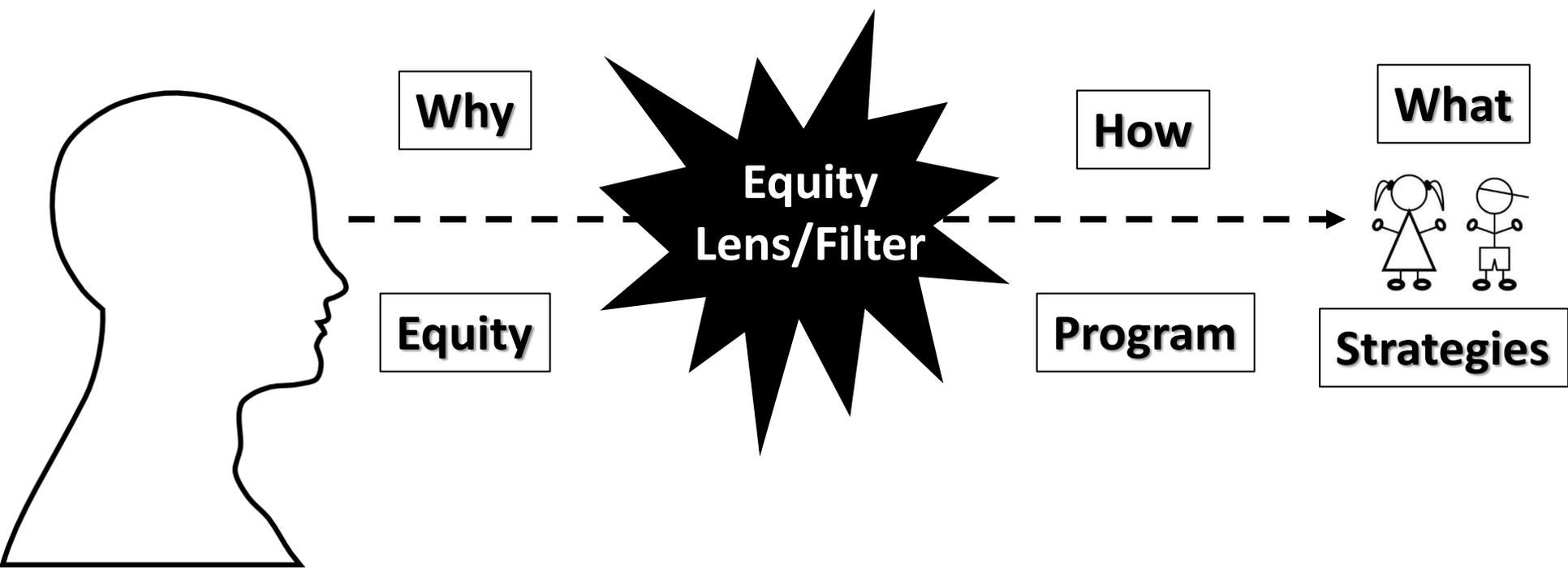


Committed?

What drives the change?



Process Before Product



Managing Complex Change

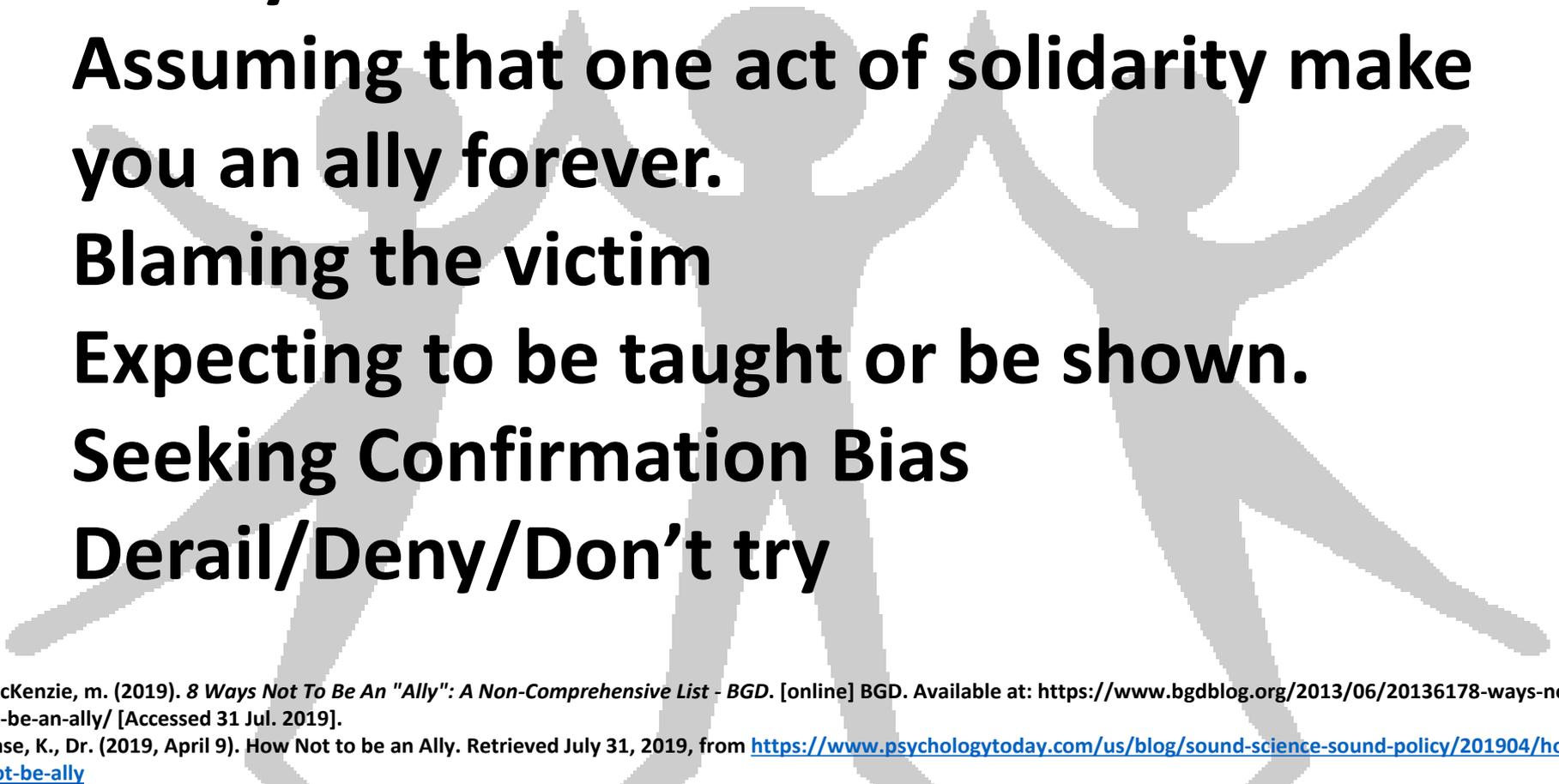


Why This Work Often Fails...

- 1. Ignorance**
- 2. Shock and awe**
- 3. Avoid the pain**
- 4. Lack of continuity and consistency**
- 5. “Too political”**



How Not to be an Ally...

- Denial that others' experiences are different from your own.
 - Assuming that one act of solidarity make you an ally forever.
 - Blaming the victim
 - Expecting to be taught or be shown.
 - Seeking Confirmation Bias
 - Derail/Deny/Don't try
- 

• McKenzie, m. (2019). *8 Ways Not To Be An "Ally": A Non-Comprehensive List - BGD*. [online] BGD. Available at: <https://www.bgdblog.org/2013/06/20136178-ways-not-to-be-an-ally/> [Accessed 31 Jul. 2019].

• Case, K., Dr. (2019, April 9). How Not to be an Ally. Retrieved July 31, 2019, from <https://www.psychologytoday.com/us/blog/sound-science-sound-policy/201904/how-not-be-ally>

• Guide to Allyship. (n.d.). Retrieved July 31, 2019, from <http://www.guidetoallyship.com/>

Be Aware of Microaggressions:





**Beware of the
'ic' and 'ism' of
low
expectations!**

HANDBOOK ON ANTI-RACISM TRAINING

By Judith H. Katz



Keeping it personal

How to have a “difficult” conversations around Equity?

1. Questions: Statements generate resistance, questions generate answers. **“Why would you say that?”**
2. Most people would say they believe in equality. Create cognitive dissonance. **“I’m surprised that you would say that because...”**
3. Address your feelings rather than the behavior of others. It’s difficult to argue someone else’s feelings. **“It make me uncomfortable...”**
4. Be respectful rather than self-righteous.

