



May 15, 2019

Greetings, All:

We are looking forward to being with you on Monday, May 20th, for a half-day racial equity workshop as a part of your work with NCECF on the Data Advisory Council and the Child Development at Kindergarten Entry Data Work Group.

The workshop will be held at the DCDEE Conference Rm 165, 333 Six Forks Road, Raleigh, NC 27609, and there is plenty of parking. We will meet from 12:00-4:00 pm, and lunch will be served. If you can arrive by 11:45 that will give us time to get lunch and start at Noon.

This memo includes some important information to help you prepare for the session:

1. Links to pre-session readings.
2. Objectives for the session and broad agenda.
3. Background on your facilitators and our approach to the work.

In order to prepare, we offer the following resources. We will not reference these materials explicitly during the session, but they will be important touchstones and reference points for our dialogue and your shared learning. Your engagement with them in advance will enable us to dive more deeply into our topic and maximize our time together. We realize there is a lot here, and we offer it as a way to prepare as well as materials to refer to after our time together.

1. ["From a Tangle of Pathology to a Race-Fair America,"](#) by William Darrity, Jr., Alan Aja, Daniel Bustillo, and Darrick Hamilton in Dissent, Summer 2014. This online article provides a good overview of what is meant by "structural racism."
2. [Read "The Curb-Cut Effect"](#), by Angela Glover Blackwell in the Stanford Social Innovation Review (Winter 2017). The article explores how laws and programs are designed to benefit under-resourced groups, such as the disabled or people of color, often end up benefiting all of society. This may be helpful in thinking through our explicit (not exclusive) focus on structural racism as an entry point.

3. Read this brief report on how white teachers are less likely to expect academic success from black students, especially black boys, according to a [new Johns Hopkins University study](#).

OBJECTIVES AND AGENDA

Our work together aims to accomplish these objectives:

- Develop a shared framework for understanding structural racism, and connect the equity frame explicitly to how it can strengthen your work on developing measures.
- Build relationships and commitments for continued learning and work on racial equity as it relates to your work in early childhood.

To accomplish these objectives, we have outlined the following agenda:

12:00 pm	Welcome/Introductions and Overview
12:15 pm	Container Building <ul style="list-style-type: none">○ Group Norms for Structural Change○ Storytelling from the Field
1:30 pm	BREAK
1:45 pm	Construction of Race in the US: Focus on Education The OSLS Racial Equity Framework
2:45 pm	Application of the Racial Equity Framework
4:00 pm	Adjourn

COUNTERPART AND OUR TEAM

CounterPart partners with individuals and organizations to catalyze leadership for structural change. Ours is a newly established black and woman owned firm, yet emerges from a decades-long partnership between us and with OpenSource Leadership Strategies. We center our commitment to justice and change in our work, and draw upon almost 40 years of combined experience in adult learning, human relations, group development, conflict management, leadership development, and spiritual. This vast experience equips us with perspective and understanding of the complexity of human behavior and group change processes.

CounterPart's work is grounded in the belief that confronting how structural power is operating in all systems is essential to clear analysis and strategic action to create systematic and

sustainable change. We use an explicit, yet not exclusive, focus upon race as it is the greatest predictor of disparate community outcomes, whether looking at education, health, wealth, or other important indicators. We believe structural racism is the through line of oppression in our culture, and so any analysis of the potential outcomes of a system must include a thoughtful examination of how race is operating structurally, both internally and externally. This is not to the exclusion of analysis of how gender, class, ability and more are operating, rather an effort to always include race in the equation as well.

STERLING E. FREEMAN is a native of Little Rock, Arkansas. He currently resides in Durham, NC with his wife Michelle Graham-Freeman. They have one daughter, Joia, who is a graduate of UNC-Chapel Hill. Sterling served, 2010-2015, as the Pastor of First Missionary Baptist Church, Smithfield, NC and has been a Christian minister since 1996. He is a Principal of CounterPart Consulting with Kathleen E. Crabbs, and an Associate with OpenSource Leadership Strategies where he and his colleagues work with organizations across the country to help them bring an equity lens to their work. Sterling is also an associate with Auburn Seminary where he does social justice training with leaders of moral courage. He is a co-leader of a Scriptural Reasoning Group in his hometown of Durham. The aim is to catalyze interfaith collaboration to work across religious differences. And, he is an advisor to the African American Heritage House at Chautauqua Institution, Chautauqua, NY, an effort to promote peace and social justice in the world. For the past fifteen years Sterling has trained leaders across the state of North Carolina in the area of human relations, part of which was during his time at the Executive Director of the Wildacres Leadership Initiative and faculty to its William C. Friday Fellowship. Sterling holds a Doctor of Ministry Degree in Global Leadership from the Samuel DeWitt Proctor School of Theology at Virginia Union University, Richmond, VA, a Master of Divinity from the Southeastern Baptist Theological Seminary in Wake Forest, and a BA in Economics from Davidson College and certificates in business strategy and economics from the London School of Economics.

KATHLEEN E. CRABBS is a leadership and equity educator and coach and a partner in systems change. Her work is dedicated to helping people to clearly hear themselves and each other, and create strategies to partner and move through the world with clarity of purpose and commitment to justice. She is a Principal of CounterPart Consulting with Sterling E. Freeman and an Associate with OpenSource Leadership Strategies, Inc., both North Carolina-based national consulting practices that amplify the work of social justice groups as both units and agents of structural change. Through this work, she partners with organizations and individuals to bring an explicit equity lens to their work and create structural strategies for change. For seventeen years, Kathleen was Lead Faculty and Coach with the William C. Friday Fellowship for Human Relations, where she co-designed and facilitated the two-year cohort leadership program with her brilliant co-faculty and provided one-on-one coaching to 20 diverse adults each cycle on developing leadership that is increasingly authentic, mindful and responsible. Previously, Kathleen worked with NTL Institute for Applied Behavioral Science, where she managed and developed experiential education programs that explored various aspects of human interaction, including multiculturalism, conflict resolution, organization development, leadership development, and more. Kathleen has complemented her professional interests in human relations with volunteer service as a mediator for the Orange County Dispute Settlement Center,

mediating divorce, partnership and custody cases. She also served for many years on the Executive Committee of the Board of Directors of the Women's Center in Chapel Hill. Kathleen holds a BA in English from Randolph-Macon College and a MA in English, with a concentration in teaching writing and literature, from George Mason University. Kathleen lives in Hillsborough, North Carolina with her children Eliza and Henry.

OUR APPROACH

Our approach is grounded in the work of OpenSource Leadership Strategies, where we are both Associates. OpenSource Leadership Strategies, Inc. is a North Carolina-based national consulting practice that amplifies the work of social justice groups as both units and agents of structural change. Founded in 2003, OpenSource has worked with more than 100 client-partners across the country and globe. The OpenSource team researches, designs, and evaluates racial and social justice efforts, as well as builds capacity of organizations, movements, and leaders to advance racial and social justice. Its team is intentionally diverse by race and ethnicity, class background, gender and sexual identity, spiritual tradition, professional field/discipline, and language proficiency. OpenSource is a woman of color-owned company. You can find out more by visiting www.opensourceleadership.com.

As consultants and facilitators, we believe in **interactive processes that emphasize dialogue and co-learning**. We use a mix of modalities that meet diverse learning needs and draw out the diverse wisdom within a group to create unique, productive, and practical learning experiences.

We offer ourselves as active **facilitator-partners**, which means we are not "neutral" (and actually question whether anyone is ever truly neutral), but rather we bring, with transparency, a point of view, specific frameworks, and a critical analysis alongside deep respect for the wisdom within the group.

In our equity training with you, **we will focus explicitly on race and racial equity**. To be sure, poverty and economic inequality are at the root of many of the issues that your organizations address. We believe that understanding structural racism and advancing racial equity are key to understanding and effectively addressing poverty and inequality in all its forms.

We are firm believers that **there is no "hierarchy of oppression."** Racial equity alone, without concern for the marginalization of people with disabilities, for example, would not satisfy our vision of justice. Indeed, structural racism, sexism, ableism, heterosexism, classism, and all other systems of inequity depend on and reinforce each other. However, we also believe that, given the unique relationship between race and our U.S. context, we must focus on race explicitly in order to make true and lasting progress toward justice and strengthen our communities overall.

Here are some key concepts we will explore through the training:

- Race is a social and political construct, not a biological reality. Nonetheless, racism has very real impact on all of our lives.

- Racism (and indeed, all the “isms,” like sexism, ableism, etc.) operates not only at the personal level, but perhaps more importantly it has been structured into our communities and institutions systematically over hundreds of years and continuing today. This means that inequity persists even if individual feelings and behaviors change for the better. Thus, we must address inequity structurally, not just personally.
- Structural racism interrupts the relationship between individual efforts and results, creating inequitable access, opportunities, and outcomes solely on the basis of racial identity. Personal responsibility and effort matter, but alone cannot overcome structural barriers.
- Racial inequities grow both from the accumulated under-advantages directed to people of color (as a class) and from the accumulated over-advantages directed to white people (as a class) because of racial identity. Thus, both structural disadvantage and privilege must be dismantled for true fairness to take root.
- Structural racism harms everyone, even as it strategically doles out privileges to white people (as a class). Racial equity is good for everyone, even those who have received some benefits from an unfair system.
- Achieving racial equity requires an honest examination of how structural racism operates and intentionally building the skill and will to close gaps and improve outcomes for all.

To be sure, some of these concepts will be new or challenging to some of you. Our goal in our brief time together is to provide tools and resources that will provoke new learning and thinking for everyone, while also creating a supportive environment for you to “try on” some new ideas. We look forward to being part of your leadership conversation and journey.

Please let us know if you have any questions in advance of our session on Monday.

In solidarity,

Sterling E. Freeman and Kathleen E. Crabbs
Principals, CounterPart Consulting, LLC