While we wait for people to join, please answer the following in the chat!

- Share where in the world you’re joining us from
- Role, grade levels, and/or subjects taught
But First, Housekeeping...

Audio

• Can’t hear? Be sure that your computer is allowing audio output
• You can ask questions in the chat if you’re having issues - we have live tech support!

Questions

• Type your questions into the questions box - we have an EVERFI rep ready to answer in real time, or we will answer them during the Q&A

Social

• Find us on Twitter, Instagram, Facebook, and TikTok @EVERFIK12 and use #EVERFIempowers and #LearnOn2022 when you share out!
Creating a Culturally Responsive Learning Community

Stevie Rae Hicks
Educator & Entrepreneur, Los Angeles, CA, based in Montgomery, AL
House of Hicks, LLC

First Name Last Name
Director, K12 Implementation (KS, MO)
EVERFI, Inc.

Wyjuana Montgomery, MAOM
Lead, K12 District Relationships (OK, CO, UT, WA, OR)
EVERFI, Inc
For new-to-EVERFI folks:
A lil’ teaser for how to access related free programs at the end of the webinar

Visit EVERFI.com/newteacher
AGENDA

1. Food for Thought
2. The Importance of Psychological Safety
3. What is Culturally Responsive Pedagogy?
4. Strategies for Creating a Culturally-Responsive Learning Community
5. Actionable Resources
6. Q & A
Food for Thought
Let’s Play!

Chat in your guesses.

When apps were becoming popular with the iphone, and the youtube app was released, they received feedback that 5-10% of the population saw the app upside down.

What was going on?
Focus on Diversity

The similarities and differences among people. Aspects of diversity may include age, race, gender, personality, religion, sexual orientation, and education.
Intro Activity - A Thought Exercise for your Students

Write 2 things that someone can tell about you by looking at you

- Example:
  - I have natural hair
  - I wear glasses

Write down 2 things that people can’t tell about you by looking at you

- Example:
  - I have a photographic memory
  - I weighed 1 pound 14 oz at birth.

The Why: Individualism presents itself in both the seen and unseen. We “see” with our eyes, hearts, past experiences, biases, and fears. This icebreaker activity can be used to encourage open mindedness and cultivate a culture of tolerance and acceptance.
Identity is Multifaceted and Intersectional

- **Relational:** How we relate and rejuvenate
  - Family status
  - Parental
  - Marital
  - Recreation
  - Personal behavior
  - Habits
  - Generation
  - Partner

- **Cognitive:** How we think and process information
  - Thinking
  - Learning
  - Interpersonal
  - Communication
  - Introvert
  - Extravert
  - IQ
  - EQ

- **Occupational:** How we work and what we do
  - Occupation
  - Work experience
  - Department/Division
  - Industry
  - Tenure
  - Affiliation
  - Status/Level
  - Role/Function

- **Physical:** Who we are and what others think they see
  - Age
  - Gender
  - Gender identity
  - Race
  - Physical abilities
  - Sexual orientation
  - Mental abilities
  - Appearance

- **Societal:** How we connect and relate to society
  - Economic
  - Political
  - Social
  - Language
  - Origin
  - Education
  - Geographical
  - Social class

- **Values:** What we believe and feel
  - Beliefs
  - Practices
  - Convictions
  - Attitudes
  - Personality
  - Religion
  - Spirituality
  - Culture

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The Need | Diversity, Equity, and Inclusion Education

EVERFI surveyed over 400 teachers during the 2021 Learn On Conference

- 80% of teachers reported diversity and inclusion as one of the top two most pressing topics.
- 84% of teachers said teaching diversity and inclusion is a school priority.
- 87% of teachers feel underprepared to teach diversity and inclusion topics.
High school students are demanding schools teach more Black history, include more Black authors.
The Importance of Psychological Safety
Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.

Amy Edmondson
Harvard Business School Professor
Tips to Create Psychological Safety

- **Lead by example**
  - Acknowledge mistakes
  - Be open to opinions that differ from your own
  - Be approachable and encourage questions

- **Encourage active listening**
  - Reduce distractions
  - Encourage more sharing by asking questions
  - Actively ask the opinions of everyone

- **Create a safe environment**
  - Set ground rules on how to interact with each other
  - All ideas are accepted equally/never judged
  - Out of the box suggestions are encouraged

- **Develop an open mindset**
  - Encourage students to share and respond appropriately to feedback
  - Rather than criticism, encourage teams and individuals to see feedback as a way to strengthen and build upon their ideas
What is Culturally Relevant Pedagogy?
What is Culturally Responsive/Relevant Pedagogy?

• Culturally Responsive or Culturally Relevant Pedagogy was coined by Dr. Gloria Ladson-Billings, "...empowers students to maintain cultural integrity, while succeeding academically."

• Three fundamental pillars
  • High Academic Expectations
  • Understanding Cultural Competence - the understanding that your own worldview and understandings may or may not align with that of your students
  • Sociopolitical Awareness - willingness to acknowledge and address inequity

• Culturally relevant pedagogy cannot focus on one pillar without also inherently focusing on the others

Ladson-Billings (1995, 2001)
Why is it important?

- Strengthens students’ sense of identity
- Promotes equity and unity in the classroom; helps students to uphold their cultural identities while developing fluency in at least one other culture
- Engages students in the course material
- Supports critical thinking

Meeting the diverse needs of students various backgrounds, not to mention varying learning styles, has become a top priority for educators.

Creating a culturally responsive classroom is all about creating an environment in which students of all cultures feel comfortable and ready to learn.
Teaching 21st Century Workforce Skills

- Creativity
- Collaboration
- Persuasion
- Adaptability
- Emotional Intelligence
Five Steps to Becoming a Culturally Responsive Teacher

Assess Your Own Behavior

Recognize that your own culture influences your attitudes. Being sensitive to how different cultures process learning is a step towards building positive, respectful relationships with families from diverse cultural backgrounds.

Get to Know Your Students

Be proactive when it comes to learning about the different cultural backgrounds of students in your classroom. Conference with students and show a genuine interest in their understanding of content and general well-being.

Make Your Classroom a Judgement-Free Zone

Encourage students to ask questions and challenge the status quo. Make critical thinking the norm and teach students to value each other’s differences. Encourage discussion but be sure conversation is towards teaching, not criticizing.

Adapt Your Teaching Practices

Take a honest assessment of current teaching practices and modify instruction and curriculum to consider all students’ backgrounds and readiness levels. Make learning as interactive as possible.

Teach for All Cultures

Choose content that reflects the different cultures of your students in your lessons. Lessons should incorporate multicultural information and approaches whenever possible.

Use the chat to answer the following question –

What’s the makeup of your learning community?
Culturally-Responsive Teaching Strategies
Culturally-Responsive Teaching Strategies

Activate Students’ Prior Knowledge
Students enter the classroom with their own diverse experiences. Encourage students to draw on prior knowledge to contribute to group discussions.

Make Learning Contextual
Tie lessons from the curriculum to the students’ social communities to make it more contextual and relevant.

Encourage Students to Leverage their Cultural Capital
Encourage all students to have a voice in the classroom. It is important to find ways to activate each students’ experiences - their cultural capital. Be mindful to not make students feel that they need to speak for their entire culture by putting them on the spot.

Reconsider your Classroom Setup
Take inventory of your classroom library -- Does it reflect authors of diverse races? Is the LGBTQ community represented? Do books include urban/suburban/rural families? Also take inventory of posters and classroom displays.

Build Relationships
Work to build relationships with students to ensure they feel respected, valued, and seen for who they are. Building relationships helps to build community within a classroom and with each other.

Burnham, Kristin. “5 CULTURALLY RESPONSIVE TEACHING STRATEGIES.” Northeastern University Graduate Program Blog, Northeastern University, 31 July 2020, www.northeastern.edu/graduate/blog/culturally-responsive-teaching-strategies/.
Use the live poll to answer the following question –

What student population do you most directly work with?

(If “other,” drop in the chat)
Small Group Workshop
Practice

1. Think about the norms that guides us daily and how they affect our perspectives, decision making, and reflect different dimensions.

2. Listen to the instructions and examples. Then share out in the chat.
Group Norms to Guide Us

BE HERE AND BE PRESENT.
Arrive promptly. Pay active attention to those speaking.

THINK WELL OF EACH OTHER.
We recognize and value that we each enter this experience with the intention of building a shared understanding and goal of moving forward.

ADDRESS THE IDEAS, NOT THE PERSON.
Personalize our statements. We use “I” in dialogue and “we” when formally representing a group.

KNOW CONFIDENTIALITY.
Personal shared experiences bravely shared stay within the space. Share ideas and concepts only.

EXPECT UNFINISHED BUSINESS.
Addressing the issues before us will take concerted effort and time.

AVOID ASSUMPTIONS, ASK QUESTIONS.
Remember that we all have different experiences. Ask questions or ask someone to give a longer explanation to make sure you understand their point or perspective.

SHARE THE SPACE.
Speak up. Hold back. Be aware of time.

REACT MINIMALLY, ACT MAXIMALLY.
If something triggers an emotion, take a few minutes to gather before responding.

Understand the difference between INTENT VERSUS IMPACT.

Adapted with permission from Kalamazoo College
I am_____________ ...
but I am not ___________
Definitions

**Diversity** - The similarities and differences among people within an organization. Aspects of diversity may include age, race, gender, personality, religion, sexual orientation, and level of education.

**Equity** - The absence of disparities that are systematically associated with social advantage/disadvantage.

**Inclusion** - An atmosphere where all participants belong, contribute, and can thrive. This requires deliberate and intentional action.

Source: The Center for Story Based Strategy
Actionable Resources
Students expressed that these lessons helped them see not just the history as something in the past, it made it relevant, it made them realize that these happened not in the far past as they had envisioned but in the more recent past. This to me spoke to the fact that we need to help students see what the past was and work to do better and be better. Students spoke of race and the differences in how race are treated as something that needs to be recognized and addressed. Students felt videos like this help but there needs to be discussions that accompany and honest discussion to ensure change happens.

-Teacher Ms. Cooper, regarding 306: African American History
<table>
<thead>
<tr>
<th>Course Category</th>
<th>Course Name</th>
<th>Grade</th>
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<td>Financial Education</td>
<td>Vault: Understanding Money 4–6th Grade</td>
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<td>STEM &amp; Career Readiness</td>
<td>Future Goals Hockey Scholar Math Edition 4–7th Grade</td>
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<td>Social Emotional Learning</td>
<td>The Compassion Project: Lower Elementary 2-3rd Grade</td>
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<td>Health &amp; Wellness</td>
<td>Healthier Me Nutrition &amp; Wellness 1st–4th Grade &amp; 6-8th Grade</td>
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<td>Early Academic Readiness</td>
<td>WORD Force: A Literacy Adventure K-2nd Grade</td>
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<td>Diversity, Equity &amp; Inclusion</td>
<td>BINAH: Building Insights to Navigate Antisemitism &amp; Hate 9-12th Grade</td>
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<td>FutureSmart 6–8th Grade</td>
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<td>Future Goals Hockey Scholar Science Edition 4–7th Grade</td>
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<td>The Compassion Project: Upper Elementary 4–5th Grade</td>
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<td>Understanding Mental Wellness 8-10th Grade</td>
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<td>Summer Slugger Math &amp; Literacy 4–5th Grade</td>
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<td>306 African–American History 8–12th Grade</td>
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<td>Venture Entrepreneurial Expedition</td>
<td>Sustainability Foundations 5-8th Grade</td>
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<td>Ignition: Digital Wellness &amp; Safety 6–9th Grade</td>
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<td>AlcoholEdu 9–12th Grade</td>
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<td>EVERFI Financial Literacy</td>
<td>Plants, Animals, and Our World 5-8th Grade</td>
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<td>Character Playbook Character Education 7–9th Grade</td>
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<td>Prescription Drug Safety 9–12th Grade</td>
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<td>Endeavor: STEM Literacy &amp; Career Exploration 7–9th Grade</td>
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<td>Honor Code Bullying Prevention 8-10th Grade</td>
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<td>Vaping: Know the truth 8-12th Grade</td>
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<td>Keys To Your Future College &amp; Career 9–12th Grade</td>
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<td>Data Science Foundations &amp; Labs 9-12th Grade</td>
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<td>Healthcare Literacy: Making Healthy Choices 9–12th Grade</td>
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<td>Healthcare Literacy: Navigating Medical Care 9–12th Grade</td>
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Developed with Subject Matter Experts

Dr. Larry Rosen
Professor Emeritus and Past Chair of the Psychology Department at CSU, Dominguez Hills

Jamie P. Cloud
Founder and President of the Cloud Institute for Sustainability

Dr. Clayborne Carson
Director of the MLK Jr. Research Institute

The Anti-Defamation League
A leading anti-hate organization, founded in 1913.

The Truth Initiative
Public health organization committed to making tobacco use and nicotine addiction a thing of the past.

EVERFI works alongside internal and independent experts to develop all of our resources.
Diversity, Equity, Inclusion, & Access

**Character Design**
- Diverse characters
- Various skin tones, hair textures, body shapes
- Clothing inclusive of socio-economic classes

**Narrative**
- Varied career experience
- Rural, suburban, urban backgrounds
- Mistakes do not equal failure

**Additional Considerations**
- Avoid idioms
- User testing
- Spanish translation
- Accessibility testing
Dimensions of Diversity, Equity and Inclusion

EVERFI supports the critical life skills of creating respectful communities

DIVERSITY AND INCLUSION

ELEMENTARY
- COMPASSION

MIDDLE SCHOOL
- BULLYING PREVENTION

HIGH SCHOOL
- 306 and 306: Continuing the Story - Black History
- BINAH- Anti-Semitism and Jewish American Heritage

WORKPLACE
- DIVERSITY & INCLUSION
- MANAGING BIAS
- PREVENTING HARASSMENT AND DISCRIMINATION

EQUITY

- EARLY LITERACY
- PERSONAL FINANCE
- STEM
- COLLEGE AND CAREER READINESS
- ENTREPRENEURSHIP
- INVESTING BASICS
- FINANCIAL CAPABILITY
Additional Resources + Next Steps
Middle School DEI Lessons

- **MS Learning Plan** pulls from:
  - Ignition
  - Honor Code
  - Character Playbook
  - 306

- All lessons in the learning plan include:
  - Exercise in setting class discussion norms,
  - Independent activity (completing the EVERFI lesson), and
  - Group and/or Individual reflection activity.
High School DEI Lessons

- **HS Learning Plan** pulls from:
  - Ignition
  - BINAH
  - 306: Continuing the Story
  - Mental Wellness Basics

- All lessons in the learning plan include:
  - Exercise in setting class discussion norms,
  - Independent activity (completing the EVERFI lesson), and
  - Group and/or Individual reflection activity.
Getting Started
Registration

Visit EVERFI.com/newteacher
Complete Your Profile

▸ Enter your information
▸ Use your school email
▸ Click “Create Account”
Teacher Ambassador Community

A cohort of passionate educators, classroom innovators, and thought leaders in their school communities and across North America

Ambassador Engagement Involves:

- Attending and presenting at state and national events with the EVERFI team
- Guest authoring blog posts and host social media chats including #EVERFEdchat monthly
- Hosting collaborative conversations and webinars with our teacher community
- Assisting the Curriculum Development Team with product testing, updates and feedback
- Receiving quarterly swag boxes with EVERFI branded items
Join Our Social Media Community

Participate today and beyond!

Register at everfi.com/create

EVERFI K-12 Facebook Page
Educator Resources for Real World Learning

@EVERFIK12
Pay it forward—share a free EVERFI lesson with colleagues and friends.

- On your Teacher Dashboard, click **INVITE A TEACHER**
- When a teacher you invited uses EVERFI, you’ll receive a $15 Amazon e-gift card as a donation for your classroom

To qualify, invited educators must use an EVERFI course with more than three students.
Additional Resources

- Link to Culturally Responsive Teaching YouTube Video from Slide 21
Thanks for joining!