

Social Emotional Learning and Equity

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Objectives

Participants will:

Understand what social emotional learning is and the importance of having it in your classroom, virtual or in person.

Evaluate equity literacy and establish ways to understand the need of having a threat of existence in your school.

Establish the courage to engage in crucial conversations

Learn strategies to create positive and lasting relationships with students



March 2020, Virtual Learning, and Civil unrest

- While students were at home, there has been a bit of a mental break our black students feel in their predominant spaces.
- The current structural system has been a burden for our students and families.
- The systemic racism in education needs to be addressed.
- Temporary placement for virtual learning was put in place but there needs to be long term solutions. #systemicracismhastogo
- Civil Unrest.....ongoing racial injustice



“Maintain a professional educator/student relationship, including by: treating a student with dignity and respect by promoting the health, safety and wellbeing of students; maintaining appropriate verbal, emotional and social boundaries; and taking prompt and appropriate action to prevent harassment or discriminatory conduct toward a student or school employee that the educator knew or should have known may result in a hostile, intimidating, abusive, offensive, or oppressive environment.”

- Sydnee Dickson, State Superintendent



Session topics

01. What is SEL?

02. Equity Literacy

03. Relationships
Precede learning

04. Statistics and Data

05. SEL with Equity



Chat task

If we were to ask our students, (one month from now) how they feel about the transition back to school, what do you hope they will say and why?



01

What is SEL?

Social Emotional Learning



What is SEL

“Social and emotional learning (SEL) IS THE PROCESS THROUGH WHICH ALL YOUNG PEOPLE AND ADULTS ACQUIRE AND APPLY THE KNOWLEDGE, SKILLS, AND ATTITUDES TO DEVELOP HEALTHY IDENTITIES, MANAGE EMOTIONS AND ACHIEVE PERSONAL AND COLLECTIVE GOALS, FEEL AND SHOW EMPATHY FOR OTHERS, ESTABLISH AND MAINTAIN SUPPORTIVE RELATIONSHIPS, AND MAKE RESPONSIBLE AND CARING DECISIONS.”

-CASEL (The Collaborative for Academic, Social, and Emotional Learning)



Why it matters



01

Learning is Relational

Relationships
matter



02

Emotion drives
attention

The use of empathy.



03

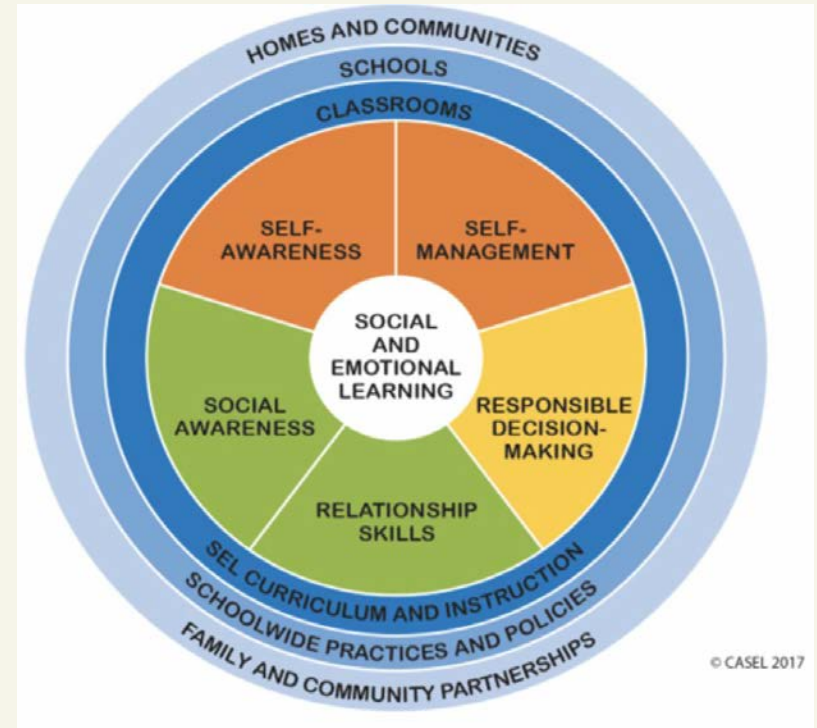
Attention Drives
Learning

When they know
you care, they can
learn.



Schoolwide SEL

- Advances educational equity and excellence
- Can be taught and applied at various developmental stages from childhood to adulthood
- SEL can help address various forms of inequity and empower young people and adults to co-create thriving schools and contribute to safe, healthy, and just communities



“We live in an era when people who are different are treated unfairly, when people of color have to defend their mere existence.

Yet, we can all do something about it.”

Dr. Ruha Benjamin , 2016



Be an accomplice

Moving from Ally to Accomplice

All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved.

An accomplice uses the power and privilege they have to challenge the status quo, often risking their physical and social well being in the process.

Possibly then, you can become a co-conspirator.



“Climate and
Culture eat
curriculum for
breakfast”



02

Equity Literacy

Impacts with teacher's at
work





A commitment to deepening individual and institutional understandings of how equity and inequity operate in organizations and societies

The individual and institutional knowledge, skills, and will to vigilantly identify inequities, eliminate inequities, and actively cultivating equity.

Paul Gorski

Beyond the Assembly

Avoid the Equity detours that steer the school away from equity progress.

Equity efforts never focus on adjusting the cultures, mindsets, etc. they always should focus on transforming conditions that marginalize and oppress students and families of color. #fixinjusticenotkids

The problem is not the presence of the celebration, it's the absenteeism of addressing the issue

-Paul Gorski



Make what they believe, what you believe

- It is possible to achieve more just, equitable, and liberating systems
- It takes rebel leadership to abolish unjust systems and catalyze positive change
- Our current systems perpetuate inequity by design
- Transforming power and co-creation are core tenets of equity
- We need one another, our fates are linked
- It is our legacy to fight for our collective freedom. We will win.

Transform the system



“Most transformation programs satisfy themselves with shifting the same old furniture about in the same old room. But real transformation requires that we redesign the room itself. Perhaps even blow up the old room. It requires that we change the thinking behind our thinking.” -Danah Zohar



Chat task



What are the knowledge and skills I need to become a threat to existence of inequity in spheres of influence?

Do I have the WILL to be that threat?





03

Relationships
precede
learning



SEL in Distance Learning



Connection



Efficiency



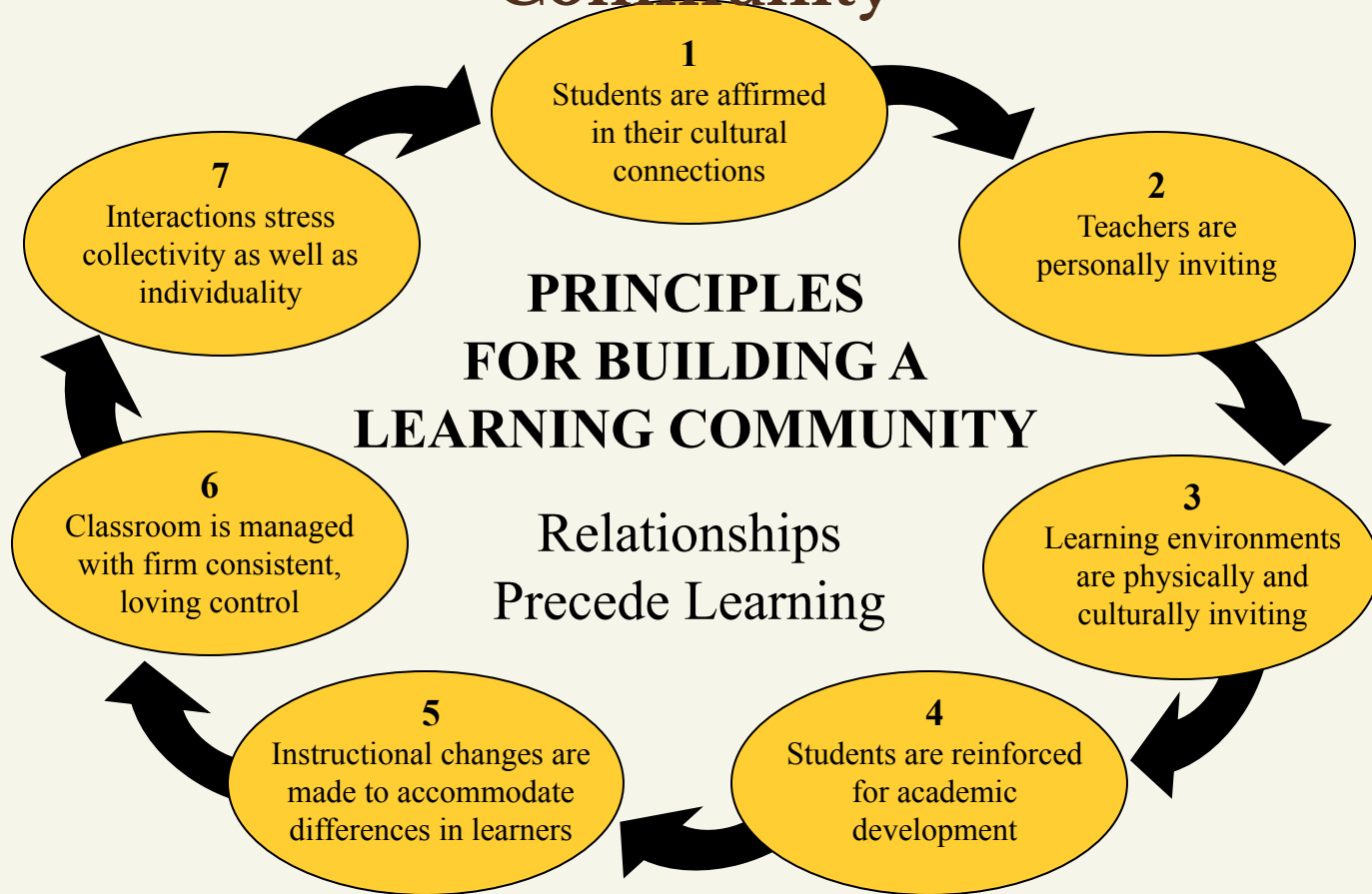
Reliability



Commitment



Creating a Culturally Responsive Learning Community



Relationship Mapping

- Visualize the data - how are you making/fostering personal connections with staff and students
- Naming and labeling it is powerful.
- Talk a lot about “invisible” students and how you can make connections.
- Building that into PD



A	B	C	D	E	F	G	H	
Grade	Homeroom Teacher	Count	Positive Relationship	Student	At Risk	Count2	Faculty Match	
7	Lee	5	xxxxx	John Doe	xx	2	Sara Jones Laura Deene	has 2 sib



A	B	C	D	E	F	G	H	I
Grade	Homeroom Teacher	Count	Positive Relationship	Student	At Risk	Count2	Faculty Match	Notes
7	Lee	5	xxxxx	John Doe	xx	2	Sara Jones Laura Deene	has 2 siblings in 6th and 8th

- There may be nothing more important in a child's life than a positive and stable relationship with a caring adult. For students, a positive connection to at least one school Virtual Relationship Mapping Strategy and Lesson Plans
- 1 adult – whether a teacher, counselor, sports coach, or other school staff member – can have tremendous benefits that include reduced bullying, lower dropout rates, and improved social emotional capacities.
- Rather than leave these connections to chance, relationship mapping invests time in making sure that every student is known by at least one adult.



During a private meeting, school staff identify youth who do not currently have positive connections with school adults. Those students are then paired with a supportive adult mentor within the school. Adults may also choose to pay special attention to “at risk” students as these connections may be particularly important for students who are having a hard time at home or in school.

A	B	C	D	E	F	G	H	
Grade	Homeroom Teacher	Count	Positive Relationship	Student	At Risk	Count2	Faculty Match	
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04

Statistics
&
Data

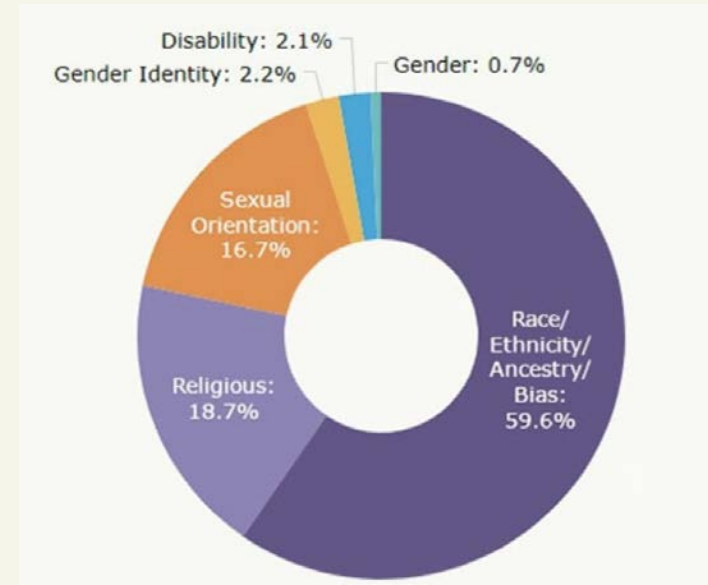


Hate Crimes

In 2018 there were 7,036 single-bias hate crimes with 8,646 victims

16,000 Law Enforcement agencies reported

59.6%	Based on race, ethnicity, or ancestry bias	2.2 % gender identity
18.7%	Bias including religion	2.1% Disability
16.7%	Sexual orientation	0.7% gender



The offenders and offenses

Of the 6,266 known offenders:

- 53.6% were White
- 24.0% were Black or African American
- 12.9% race unknown

Among the 8,496 hate crime offenses reported:

- Crimes against persons: 65.5%
- Crimes against property: 31.1%
- Crimes against society: 3.4%



The fear to talk

2019 an Arizona state representative, Mark Finchem, introduced a bill that would threaten teachers' jobs if they engaged in dialogue or activity that appears to advocate political, ideological, or religious positions.



We have to talk, but how?

- Many popular forms of SEL talk about getting along
- Maintaining a safe space that prevents triggering students is important when infusing SEL opportunities with the sociopolitical context.
- We can no longer avoid discussing topics that make us uncomfortable.
- SEL has the potential to create positive conditions to have these crucial conversations.



The background features a collage of autumn-themed items: a white coffee cup on a wooden tray, a chocolate bar, and several orange and red maple leaves scattered across a white surface. On the left, there is a burlap sack and a dark, patterned box. The central text is overlaid on a white rectangular area with a dark green border.

05

SEL with Equity

Addressing Mental Health



"The promise of social and emotional development as a lever for increasing educational equity rests on the capacity of educators to understand that all learning is social and emotional and all learning is mediated by relationships that sit in a sociopolitical, racialized context- for all children, not just those who are black and brown."

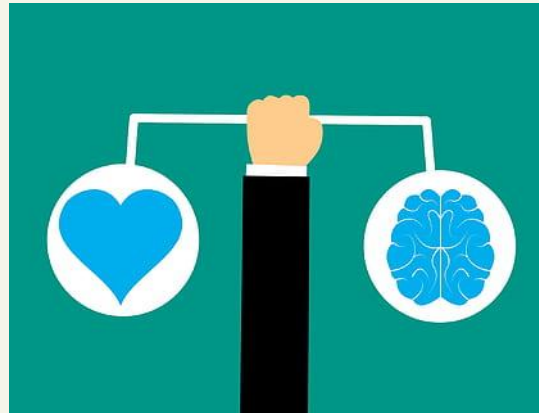
-National Equity League



Strategies for teaching fearless SEL

Provide students opportunities to reflect on identity and equity to build self-awareness

Enhance relationship skills through debate



Develop responsible decision-making skills through community-based projects

Use current topics to foster social awareness

Explore different expectations for self-management

Our Children's lives are at stake



It is easy to address the issues of bullying in the sense of pushing or spitting. But when it comes to race, class, and gender- it divides people. And teachers don't address it.



SEL to promote equity

Relevant for all students in all schools and affirms diverse cultures and backgrounds

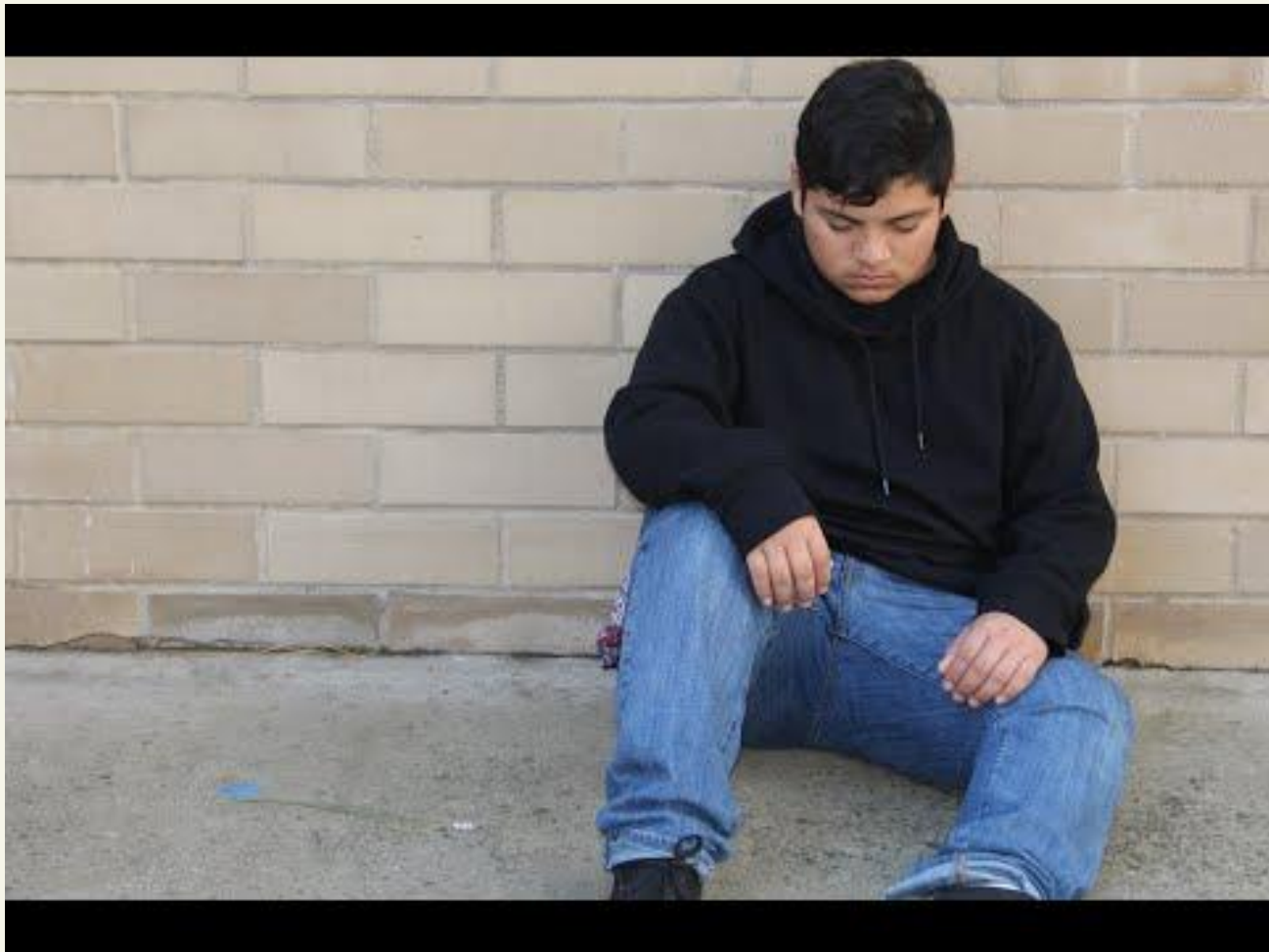
A way to uplift student voice and promote agency and civic engagement

Strategy for systemic improvement, not just an intervention for at-risk students

Supports adults to strengthen practices that promote equity

Schools must engage students, families, and communities as authentic partners in social and emotional development.





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Resources

- [Keeping SEL Developmental](#)
- [Making Caring Common Project](#)
- [Wide Open School-Emotional Well Being](#)
- [Virtual Relationship mapping](#)
- [Teaching Tolerance- Anti-racist work for white educators](#)
- [Equity Literacy](#)
- [Why we can't afford whitewashed SEL](#)
- [Hate Crime Statistics, explained data](#)

Videos:

- [Consider me, Include me](#)
- [SEL Goal Setting and relationships](#)
- [The Impact of SEL](#)



Thank You!

Do You Have Any Questions?

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