



#UMFORBLM



Trinity Pike and Grace Wu



CENTERING **BLACK** VOICES

Why our colleagues aren't here.

GROUNDING PRINCIPLES

ACTION VS. COMPASSION

1. Black lives don't just matter.
2. Empathy isn't allyship. Being kind isn't allyship.
3. Diversity and inclusion isn't sufficient. We need to center equity and justice.

DISCOMFORT & PRIVILEGE

4. This is an uncomfortable conversation. It's totally normal to feel stressed, guilty, etc. Sit with that discomfort and embrace it. Keep an open mind.
5. We appreciate the work you put in every day to be good educators. We see you. This isn't an attack. We're asking everyone to be better.
6. All non-black people have been complicit and part of the problem at some point.
7. Things may have changed/gotten better. People have still been hurt, and that needs to also be recognized. We are alumni, and we have that particular perspective.

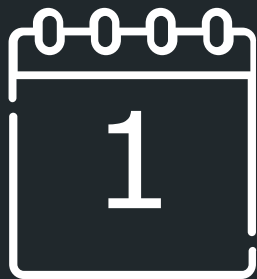
LEGACY OF ANTI-RACISM

8. This is an urgent issue that requires a sustainable solution.
9. The discussions we have today and the changes you implement today will have a positive impact on the lives of thousands of Upper Merion students to come.

AT A GLANCE

01

Introduction



02

Actions



03

Next Steps



04

Q&A



DIS

CONNECT

“As students, we never received formal teaching of modern-day systemic and institutionalized racism, police brutality, or white privilege. We never heard history from Black voices. **Effective anti-racist education demands a curriculum that speaks to the past, the present, and the future.**”

FROM THE LETTER



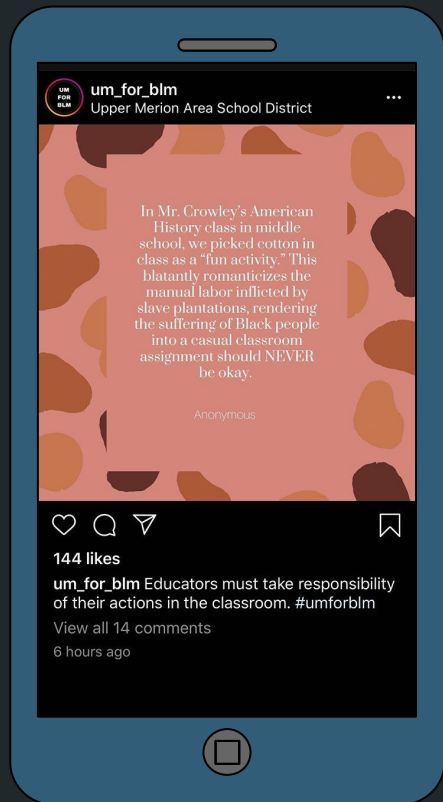
450+

**signatures from students, parents,
alumni, & community members**

100+

**personal testimonials
of solidarity and pain**

STUDENT EXPERIENCES @UM_FOR_BLM



THIS. I always thought this assignment felt a bit off. I remember people making racial comments to the black classmates during as well. Crazy.

6h 6 likes Reply

^^^!!! This assignment was so disgusting. They romanticized it completely. I remember them playing music in the background we were allowed to talk our friends be on our ipads and everything. It didn't teach me a single thing and it was played off like it wasn't a big deal.

6h 12 likes Reply

this also reinforces the fact that UM doesn't have enough teachers of color and clearly does not have sufficient diversity training. the fact that all the eighth grade social studies teachers thought that having us do this activity with our friends for twenty minutes would help us better understand slavery is bad enough, but the fact that there was no one in the administration bothered to step in shows how little accountability there is.

2h 4 likes Reply

Ms. K also made us do this. She set timers to make us go faster and she "yelled" at us, but that just made the people in my class laugh and take the whole thing as a joke. Section 8 really missed the lesson that day since plenty of my classmates still don't have any issue with their personal bigotry 🙄

4h 2 likes Reply

I remember sitting with another black classmate (the only other in the class I believe) and feeling so strange while it happened. I knew something like this was wrong. I also remember Mr. Cress praising a student in the past that was able to pick the cotton really well, as if it some fun competition.

3h 5 likes Reply

I remember he told me that I would be good at it and then when I went to the guidance counselors she said that he probably didn't mean it that way well why would he say it then ?

2h 2 likes Reply



FACULTY RESPONSE & INSIGHT



Delaware Valley Minority Student
Achievement Consortium



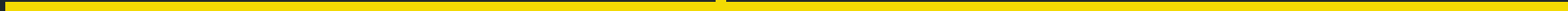
Diversity Training, In-Service,
Social Justice Standards



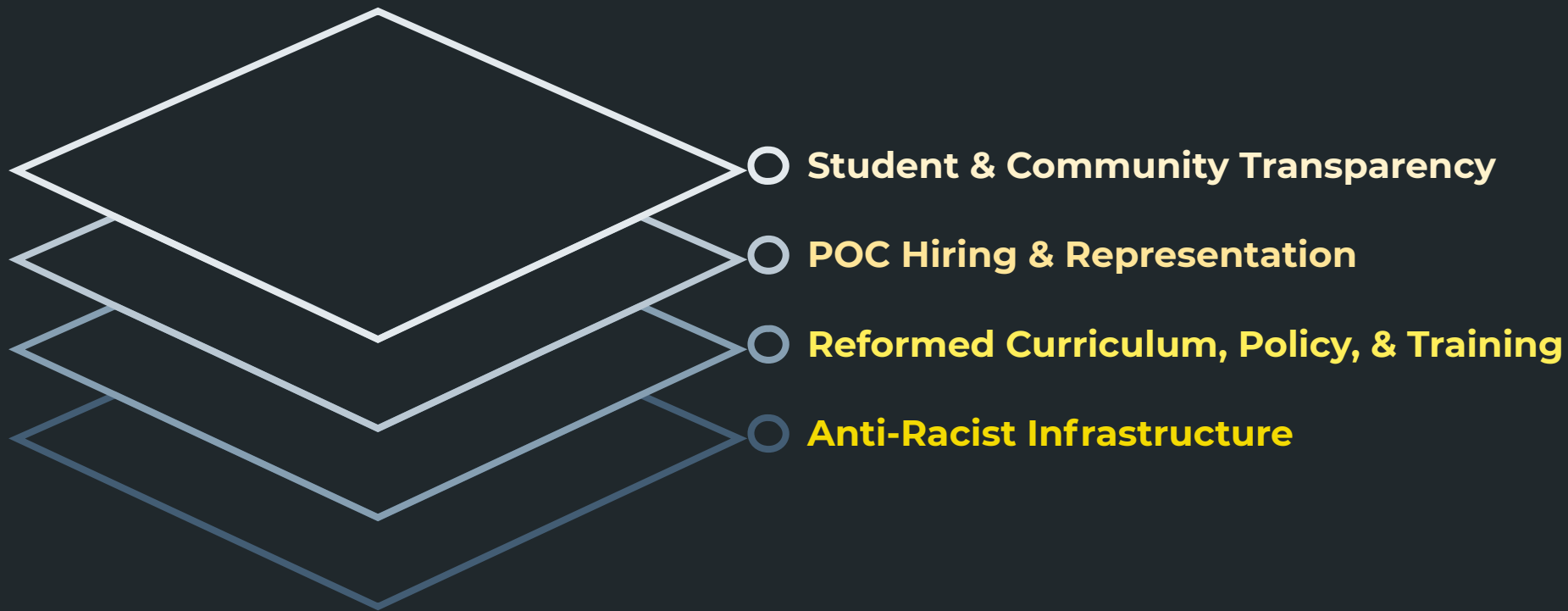
Choices, World
Cultures, U.S. History



Classroom Resources &
Representation



COMMUNITY EXPERIENCE



ADMINISTRATIVE PLAN

PENN GRANT + POC STAFF



PUBLIC TRANSPARENCY



CENTER BLACK VOICES.

STUDENT REPRESENTATION



OPEN FORUM WITH UM COMMUNITY



CENTER BLACK VOICES.



Q & A

thoughts, comments, concerns
