

## What do you say/do when a student shares with you...

1. I feel like I haven't been helped...
2. Racism shouldn't be tolerated here at this school...
3. There should be more teachers of color.
4. I never knew there were black colleges.
5. Here, we're surrounded by all white teachers and students. They don't know where we're coming from, and they don't care. They think they're all open to us, and they're not.
6. I love being around black people.
7. It would be helpful if teachers got involved.
8. There's indirect racism, like you should be playing basketball because you're black. It's offensive.
9. Teachers can't be playing around with someone's future. They should be here to help us, not just grade us.
10. Teachers should teach around the students. They should be flexible around the students they have.
11. Mr. Smith tells me everyday to go to college; I've never heard that from any other teacher.

## What do you say/do when staff tells you...

1. From day one I haven't had any kind of training. I've been asking for something for five years. So, I'm doing what I'm doing.
2. I'm going through problems with my supervisor. She doesn't supervise. A lot of it's cultural – I'm talked to, I'm subpoenaed.
3. I work at two different schools. One principal doesn't care – she doesn't treat me well. "You come hourly, so you do what I want." She doesn't say thank you. The other is always encouraging me. The principal treats me as an equal.
4. The district knows we're valuable, but they don't really recognize it.
5. We want to be included in their agendas
6. We should have more independence in our jobs. We all have minds of our own and can be creative in our own ways. We're always following instructions.
7. Basically, we're human beings; we want to be a part of a working team. We're people.
8. I think it should be mandatory that all Anglos attend multicultural classes. I mean, what are they here for, the kids? If so, let's talk about it. Let's communicate.
9. Mandatory multicultural training needs to come from above. Many times a principal feels like they accomplish a lot because the secretary can say 'good morning' in Spanish. In their minds, that's all it takes.