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Education for Liberation:
Why the Metric of Success for Black
Children Must not be
Assimilation to whiteness

REACT INITIATIVE, INC.

Speaker Disclosures

Dionna Latimer-Hearn
Financial Disclosures:
- Recipient of honorarium from NBASLH for presenting this course
- Founder/Employee of REACT Initiative, Inc.
- Recipient of the AERA Minority Dissertation Fellowship Award
- Instructor at East Carolina University

Nonfinancial Disclosures:
- Administrator of the Respect The Dialect Digital Community.

Yolanda Holt
Financial Disclosures:
- Recipient of honorarium from NBASLH for presenting this course
- Faculty member at East Carolina University.

Nonfinancial Disclosures:
- Administrator of the Respect The Dialect Digital Community.

Objectives

Upon course completion participants will be able to:

- **identify three myths used to shape systemic and institutional language discrimination**
- **outline the key components of cultural policing and their roles in the language discrimination**
- **explain the processes that reinforce negative language stereotypes**
- **identify three ways to advocate for cultural-linguistic diversity**

For transcript of audio content visit www.RespectTheDialect.com/docs

Background

- **AAE speaking community and the SLP (WD)**

- **Early Childhood Intervention: The Social Science Base of Institutional Racism (Baratz & Baratz, 1970)**
biological incapacity or social deviance/pathology (self-reinforced)

Historical Factors
Public Education:
What was it fo' to begin wit?

Purpose of Education

Purpose of Education

- Indoctrination
- Who had access to education?
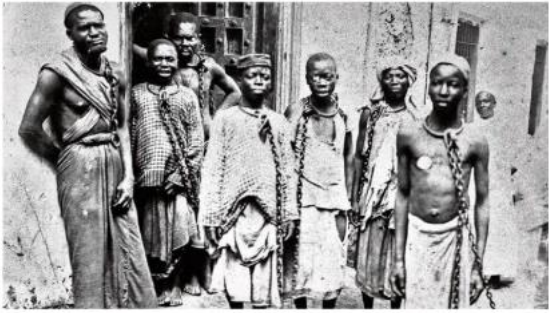- Property rights vs. Civil rights

Purpose of Education

- Indoctrination
- Who had access to education?
- Property rights vs. Civil rights

They doin' it right, they just not doin' it white.

Purpose of Education

- **Historical/contemporary denial of equal education**

Purpose of Education

- Historical/contemporary denial of equal education
- Examining Deficit Theories

Purpose of Education

- Historical/contemporary denial of equal education
- Examining Deficit Theories
- How is assimilation rewarded in contemporary schooling?

Discussion

1 What are the implications of having our education system centered on assimilation?

2 How does this impact assimilation within other institutions?

3 How does the centering of assimilation support systemic racism?

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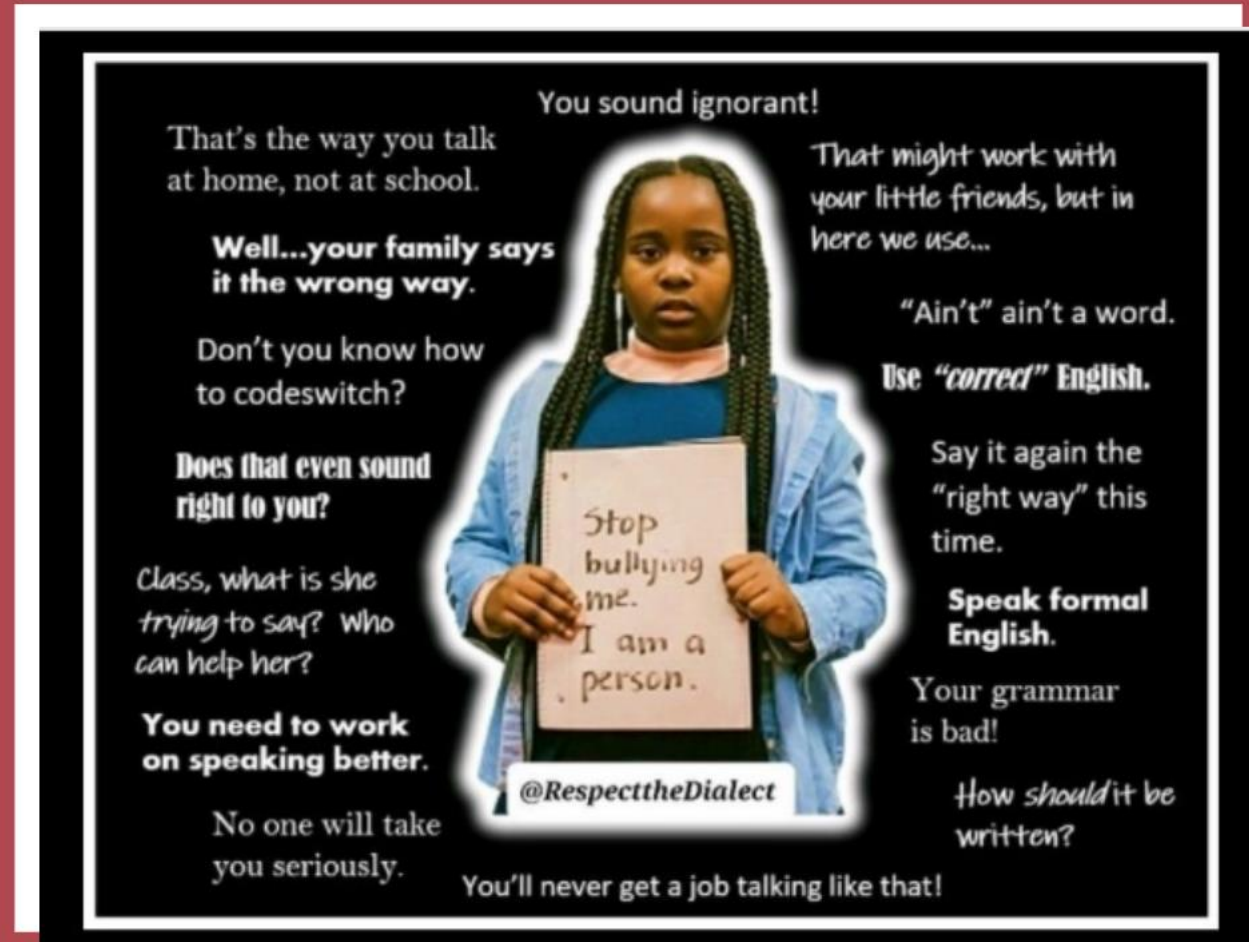Philosophical Factors
Deconstructin' the Myfs

Myfs &
Stereotypes

Myfs

- Myth of meritocracy
- Deficit Theories
    - Word Gap
    - Black-White Achievement Gap

Myfs

- Myth of linguistic legitimacy (whose language is valid?)
  - Respectability politics (That was polite fam')
  - Language Policing

Myfs

- **People of Color are not complicit in linguicism**
- **Specific linguistic practices are rooted in lack of preparation or education**
  - **Linguistic prejudice is embedded in us**
  - **What language do we use to discuss dialectal variations?**

How does internalized racism uphold interpersonal, institutional, and systemic racism?

Myfs

- **Respectability is what matters most**
- **Cultural Policing embedded in our institutions - Some of "us" are guilty of upholding the system**

Discussion

1 How are these values upheld in various settings?

2 How have you been complicit?

3 How do these inform pedagogical approaches?

Image retrieved from https://www.drnatedmond.com/anti-racism-resources.html

Overt White Supremacy (Socially Unacceptable)
Lynching
Hate Crimes
Blackface   The N-word
Swastikas   Neo-Nazis   Burning Crosses
Racist Jokes   Racial Slurs   KKK

Calling the Police on Black People   White Silence   Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum   White Savior Complex   Spiritual Bypassing
Education Funding from Property Taxes   Discriminatory Lending
Mass Incarceration   Respectability Politics   Tone Policing
Racist Mascots   Not Believing Experiences of BIPOC   Paternalism
"Make America Great Again"   Blaming the Victim   Hiring Discrimination
"You don't sound Black"   "Don't Blame Me, I Never Owned Slaves"   Bootstrap Theory
School-to-Prison Pipeline   Police Murdering BIPOC   Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC   "But What About Me?"   "All Lives Matter"
BIPOC as Halloween Costumes   Racial Profiling   Denial of White Privilege
Prioritizing White Voices as Experts   Treating Kids of Color as Adults   Inequitable Healthcare
Assuming Good Intentions Are Enough   Not Challenging Racist Jokes   Cultural Appropriation
Eurocentric Beauty Standards   Anti-Immigration Policies   Considering AAVE "Uneducated"
Denial of Racism   Tokenism   English-Only Initiatives   Self-Appointed White Ally
Exceptionalism   Fearing People of Color   Police Brutality   Fetishizing BIPOC   Meritocracy Myth
"You're So Articulate"   Celebration of Columbus Day   Claiming Reverse-Racism   Paternalism
Weaponized Whiteness   Expecting BIPOC to Teach White People   Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race"   Housing Discrimination

Covert White Supremacy (Socially Acceptable)

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Sociocultural Factors
Why you is the model minority

Settin'
Standards

Setting Standards

- What standards are we modeling?
  - Are you proficient in AAE?
  - When do you use AAE in the professional setting?

- Are you helping your students become you?
  - Are you a proud user of AAE?
  - How they know that?

- Are you educating for liberation, or are you just a Black face in a white space?

Being Unapologetically Us.

Three things you can do

1. Use AAE in the professional setting unapologetically. AAE is standard when used following the rules of AAE.

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2. Advocate for student use of AAE in speaking and writing. Periodt!

Three things you can do

1. Use AAE in the professional setting unapologetically. AAE is standard when used following the rules of AAE.

2. Advocate for student use of AAE in speaking and writing. Periodt!

3. Educate ya colleagues and coworkers about the rules and function of AAE linguistic forms. Teach 'em how to codeswitch INTO AAE.

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Legal Factors
How we not gon' talk about CRT

Policies

De Jure Policies

- **Constitution**
- **Bill of Rights**
- **Human Rights**
- **What it does and does not require**

- **13th, 14th, 15th Amendments – had to be made free (complete with caveats to get ya caught up; prison = slavery)**

- **Plessy Decision – solidifies buy-in to whiteness as property**

De Facto Policies

Education as meritocracy
- **AAE vs. GAE SLP**
- **Does AAE use negatively impact literacy acquisition?**

What's tha hold up?

De Facto Policies

Education as meritocracy
- AAE vs. GAE SLP
- Does AAE use negatively impact literacy acquisition?
- GRE as a gatekeeper to CSD programs
- Lack of multicultural instruction in most CSD programs
- SLPs as cultural police

What's tha hold up?

De Facto Policies

Education as meritocracy

- **AAE vs. GAE SLP**
- **Does AAE use negatively impact literacy acquisition?**
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- **Lack of multicultural instruction in most CSD programs**
- **SLPs as cultural police**

WHITENESS AS PROPERTY...UHGAIN

What's tha hold up?

Discussion

What policies have you observed...

- At work?

- In various settings?

- In different institutions?

How are these upheld?

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Group Discussion

What are your solutions?
Where we headed?

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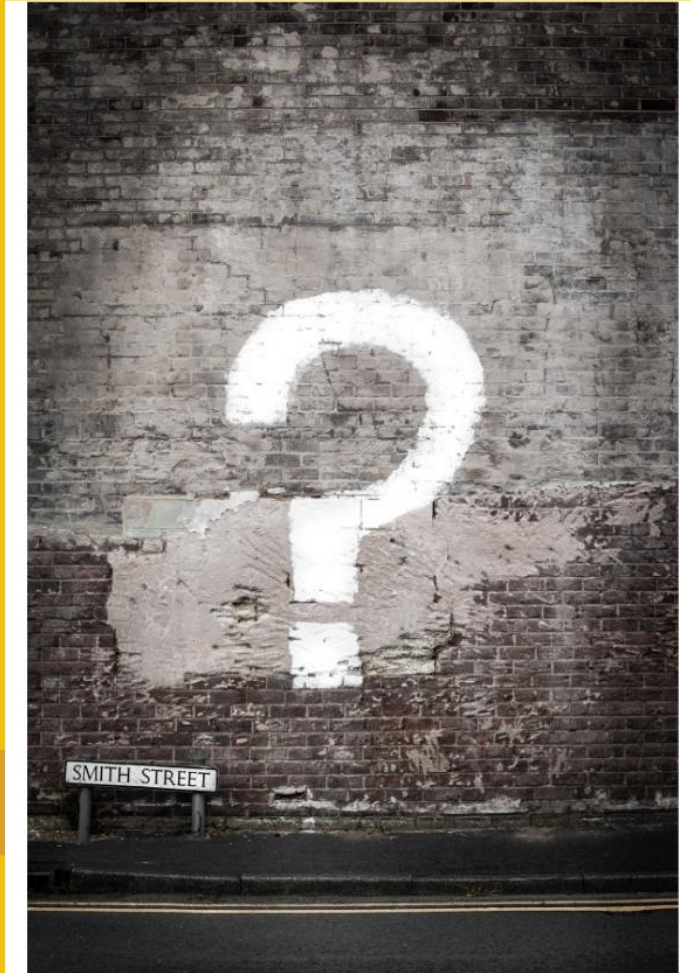
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When is the last time your organization had an equity audit?

Contact us for more info