

Alliance for Interracial Dignity



MAY 2013

WEBSTER GROVES SCHOOL DISTRICT MISSION
THE WEBSTER GROVES SCHOOL DISTRICT
COMMUNITY IS COMMITTED TO ACADEMIC
AND PERSONAL SUCCESS FOR EVERY
STUDENT.

WEBSTER HAS A HISTORY

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One of the oldest of the 23 St. Louis County school systems, the Webster Groves School District is the product of a diverse, close-knit community that has long valued the importance of education. In fact, in this area, the schools came first. WGSD is 143 years old. The city of Webster Groves didn't incorporate until many years after that.

WGSD has a proud past

The first public school in Webster Groves opened two years before the school district was established. It served the African-American Community



Social justice – a FOCUS FOR OUR DISTRICT

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- 🌐 Courageous Conversations
- 🌐 Culturally relevant teaching and leading including defining all positions in a way that privilege difference and cultural responsiveness
- 🌐 Student voice and voices of all oppressed groups
- 🌐 Celebration and acceptance of diversity
- 🌐 Strong sense of belonging and community for all with a culture that is inclusive of difference rather than one that forces assimilation
- 🌐 Educational equity
- 🌐 Developing critical consciousness

The Seven "-isms"

Racism

Genderism

Classism

Lookism

Abilityism

Religionism

Heterosexism

Follow the philosophy of “Ubuntu,” which is Swahili for, “I belong, therefore I am.”

Social justice – how do we achieve it?

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**FIRST WE NEED TO HONOR OUR PAST,
LISTEN TO THE STORIES OF INDIVIDUALS,
AND TRY TO UNDERSTAND THE FEELINGS
INDIVIDUALS HAVE ABOUT THEIR PAST.**

**THE AID WAS DEVELOPED TO HELP WITH
THIS EFFORT IN OUR COMMUNITY.**

The Why of the Alliance for Interracial Dignity



Overarching Goals:

- Coming Together as a Community and Growing Together as a Community
- Building community alliances with government, cultural/racial, and faith-based groups to create a sustained social justice partnership.



Dan Appleyard

Zach Eswine

Ed Johnson

Jeff Moore

Cindy Neu

Sarah Riss

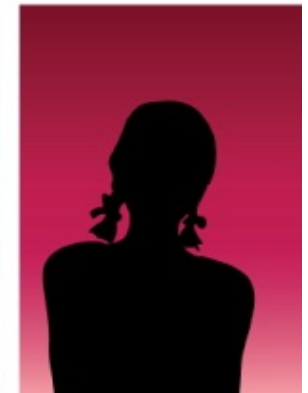
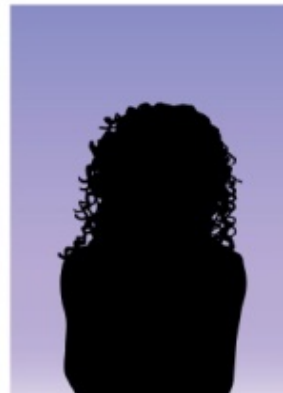
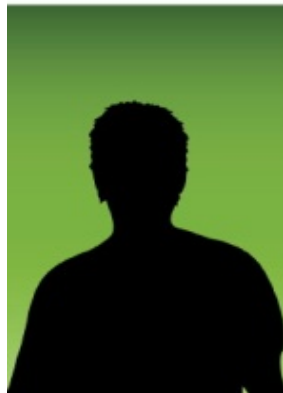
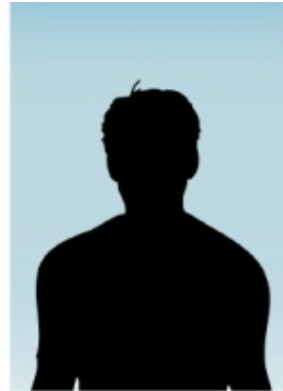
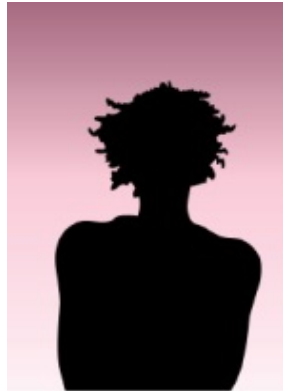
Darlene Smith

Emerson Smith

John E. Thomas

Peter Wilson

Shiree Yeggins



Membership of the Leadership Group

Sample Community Activities



- April 12, 2012 - Civil Rights History in the United States: Coming Together as a Community to Learn about our National History
- May 10, 2012 – Civil Rights History in our Neighborhoods: Coming Together as a Community to Learn about our Local History and Where We have Come From
- Summer 2012 - Community Leaders Event
- June 21, 2012 – Where do we go from here? Coming Together as a Community to Identify Where We are Today and Where We Want to Go from Here
- September 20, 2012 – Planning Our Dream for the Future
- November 15, 2012 – Growing Up in Webster Groves by Benny Gordon
- January 17, 2013 - Vital Voices: Listening to and Learning from our Youth
- February 27, 2013 – Training by Everyday Democracy
- April 4, 2013 – Raisins in the Sun

Proposed Priority Actions



AID may want to consider focusing on community event and local history. There seems to be a theme around advocacy, equity, and racial balance as well as learning about our local history and coming together to learn as a community.

The data coming up next will tell you why.

Priorities



Business and Employment

- 18 Education/job training and promotion opportunities
- 13 Diversity of employees
- 11 Diversity of ownership

Faith – Consider sharing with CARE for action

- 15 Encourage connections and sharing between churches.
- 14 Share details of where and when services are held and schedule inter-church activities.
- 10 Develop community choir and caroling together

Top Priority: Communication and Learning as a Community



- 21 Provide community learning events
- 20 Record people's stories for future use
- 19 Community read a book together or form book clubs



Priorities



Family and Neighborhoods

- 21 Community event – neighborhood “Night Out” (progressive dinner across neighborhoods)
- 15 Oral History Project/Event
- 14 Community Service Groups – multiracial, intergeneration

Housing

- 19 Racially integrated neighborhoods
- 18 Affordable housing
- 13 Mixed price neighborhoods

Priorities



Governmental Agencies

- 17 Racial balance in leadership positions and governmental staff
- 12 Affirmative welcome and encouragement of diverse participation in city functions
- 10 Allow students to take lead on social justice issues in the community (not just in school)

Parks

- 19 Community events/affordable/learning (arts)
- 15 Equal utilization/access (including pools)

Schools – WGSD Achievement Gap Committee will take the lead on these efforts.



- 20 More African American Teachers
- 18 Teach local history



What's Next?



**WE ARE STILL WORKING ON THAT.
THIS IS A WORK IN PROGRESS**



Discussion

What is our role in supporting the work of the Alliance?





Civil Rights History In Our City



**Chemistry class at Douglass High
School in Webster Groves**