

### What are core competencies required of antiracist educators?

Racial Knowledges/Literacies	Understandings	Capacities
<ul style="list-style-type: none"> <li>• Critical Race Theory</li> <li>• Culturally Sustaining Pedagogy</li> <li>• Intersectionality</li> <li>• Typology of Ethnic Identity</li> <li>• Critical Indigenous Pedagogies</li> <li>• Critical Antiracist Theory – global</li> <li>• Decolonizing Methodologies</li> <li>• Critical Feminist Theories</li> <li>• Black Feminist Thought</li> <li>• Latino Critical Theory</li> </ul>	<ul style="list-style-type: none"> <li>• Critical self-interrogation is key to unpacking our beliefs, values and assumptions about race, racism and inequality</li> <li>• Race and racism have been institutionalized in US society to create and justify inequalities</li> <li>• unequal power dynamics, political, historical and economic contexts perpetuate racism, and must be examined and critiqued</li> <li>• Understanding how racism works/operates to marginalize and oppress at the systemic level</li> <li>• Understanding how racism works/operates to marginalize and oppress at the structural level</li> <li>• Understanding how racism works/operates to marginalize and oppress at the institutional level</li> <li>• Understanding how racism works/operates to marginalize and oppress at the individual level</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to conduct an in-depth analysis of structural racism and the power relations behind it</li> <li>• Ability to teach about race and racism in a way that fosters critical analytical skills and builds students' sociopolitical consciousness</li> <li>• Ability to analyze the effects of individual and institutional racism simultaneously</li> <li>• Ability to self-reflect daily on their beliefs, values and assumptions relative to race, racism and inequality</li> <li>• Teaching about race and racism from a historical, structural and systemic lens</li> <li>• Examining how their interactions with students of color are impacted by beliefs, ideologies, assumptions and practices rooted in racism</li> <li>• Naming harmful policies and practices that hinder success, inclusion and feelings of belonging for students of color</li> <li>• Interrupting harmful practices that marginalize and oppress students of color</li> </ul>