

Project SUCCESS Anti-Racism and Equity Statement



“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.”

Ijeoma Oluo, author of *“So You Want to Talk About Race”*

Black. Lives. Matter.

The Project SUCCESS team makes this straightforward statement as a call for human rights. Project SUCCESS affirms our commitment to recognizing, addressing, and affirming equity for all students, staff, and educators. Like our advocacy for students with disabilities, anti-racism work is ongoing work: it’s never done and it’s never enough.

As educators and leaders of the Project SUCCESS team, we are committed to looking inward to assess ourselves, our practices, and our teaching structures to ensure we are a committed and inclusive resource center that engages in intentional anti-racist actions. As a team, we engage in purposeful learning opportunities to analyze our own biases and racism as we strive to become more inclusive, equitable, and anti-racist learners, teachers, and leaders.

We do this work by:

- Attending meetings and engaging in dialogue to listen and learn about anti-racism
- Identifying and addressing our own biases
- Participating in learning opportunities such as articles, podcasts, and webinars on anti-racism
- Holding each other accountable
- Reviewing our services to ensure our materials, format, and delivery are free of bias

Within our work for equitable learning opportunities, we recognize the broader implications of equity, and acknowledge that equity includes the broader sense of creating supportive learning environments for all children: Black students, other students of color, students in the LGBTQIA+ community, students who are English learners, and students with disabilities. We know that intersectionality means that many of our students will experience inequity and disproportionality based on one or more aspects of their identity.

Project SUCCESS understands that much work needs to be done to achieve racial equity, and we ask every member of our team to dedicate themselves to this goal. We will strive to model anti-racism in our work environment, through our services, within the classrooms we serve, and in our interactions with teachers, students, administrators, and families. We are committed to being anti-racist and encourage you to join us in this work as we listen, learn, read, and act.

Black. Lives. Matter.

Project SUCCESS Anti-Racism and Equity Statement



Tools Shared by the Project SUCCESS Team:

[What Can We Do?](#)

Tools and resources for Listening, Learning, Watching, Reading, and Acting to continue to work towards anti-racism

[SEL Bibliotherapy](#)

Tools and resources from IDOE on race, mindset, and connection, including books for children and adults

Educator Resources:

- [Liz Kleinrock](#)
Curricular content for K-12 students around issues of diversity, equity, and inclusion

Administrator Resources:

- [Why Black Girls are Targeted for Punishment at School and How to Change That](#)
TED Talk by Monique W. Morris
- [Pushout: The Criminalization of Black Girls in Schools](#)
Film by Monique W. Morris
- [How to Get Serious about Diversity and Inclusion in the Workplace](#)
TED Talk by Janet Stovall
- [U.S. Department of Education Toolkit](#)
English Learner toolkit for state and local education agencies