



Providence Teachers Union

Racial Justice Committee Mission Statement:

The educators of the PTU Racial Justice Committee work to develop an anti-racist climate in and around the Providence Public Schools for our students, families, and colleagues. We commit to recognizing and addressing instances of injustice and systemic racism. The following framework describes the vision and scope of our work:

We are committed to...	We are investing in...
<p>...centering race and the acknowledgment of intersecting identities.</p>	<p>...cultivating a multiracial space for educators representing all grade levels, subjects, and schools.</p> <p>...making the PTU feel representative of all perspectives of its membership, where identities and experiences are valued and those of people of color are amplified.</p> <p>...holding community healing sessions, facilitated by outside organizations, to address past racial injustices within our union, repair harm, and vision together to build a more equitable future.</p> <p>...responding to future district initiatives and policies with an anti-racist lens.</p>
<p>...holding ourselves accountable internally as a union, while collaborating with students, families, administrators, school staff, and the community at-large.</p>	<p>...communicating with students, families, and the community at-large more regularly and transparently.</p> <p>...amplifying work being done by existing community organizations to advocate for the resources and school environments students deserve.</p> <p>...flattening traditional hierarchy within schools, so that all members of the school community can collaborate to dismantle harmful systems and rebuild equitably.</p> <p>...cultivating a community of anti-racist educators to support our membership as we all grow in our anti-racist practices.</p>
<p>...educating ourselves and fellow PTU members.</p>	<p>...providing professional development for educators around anti-racism and understanding white supremacy culture, in terms of curriculum, pedagogy, and practices.</p> <p>...building long-term union-wide structures to sustain member-driven racial justice education for educators.</p> <p>...deepening our understanding of anti-racist practice from all angles by studying and critiquing current discipline systems to envision and build a more just alternative.</p>
<p>...interrupting systems and policies that re-create and perpetuate racial injustice while proposing and co-creating just alternatives.</p>	<p>...developing better recruitment and retention of BIPOC teachers, as well as teachers that reflect the linguistic diversity of our community.</p> <p>...demanding more equitable resources, including physically safe buildings and facilities.</p> <p>...dismantling the school-to-prison pipeline.</p> <p>...pursuing more transparent and accountable financial decision-making processes both within the union (i.e. COPE) and externally throughout the school system.</p>
<p>...using culturally-responsive and anti-racist curriculum, pedagogy, and practices.</p>	<p>...selecting and utilizing anti-racist materials in our classrooms, as well as sharing these resources, lessons, and activity ideas with colleagues.</p> <p>...speaking up against mandated curricula that is racist or culturally insensitive.</p> <p>...holding space for uncomfortable, yet important, conversations in our own classrooms and teachers' lounges.</p> <p>...creating a support network for peer mentorship and committing to pedagogical reflection and improved instructional practice.</p>