

UNDERSTANDING



CRITICAL RACE

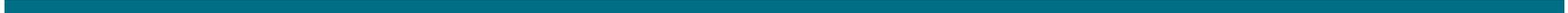
THEORY

ADDRESSING EQUITY IN EDUCATION

DR. MIGUEL A. SAUCEDO | EQUITY FIRST CONFERENCE 2022

DIRECTOR OF POSTSECONDARY STRATEGIC INTERVENTIONS - CHICAGO PUBLIC SCHOOLS

INTRODUCTION



AGENDA

- Overview of Critical Race Theory
- Grounding Our Praxis
- Tools and Resources
- Questions and Reflections

THE HISTORY OF CRITICAL RACE THEORY

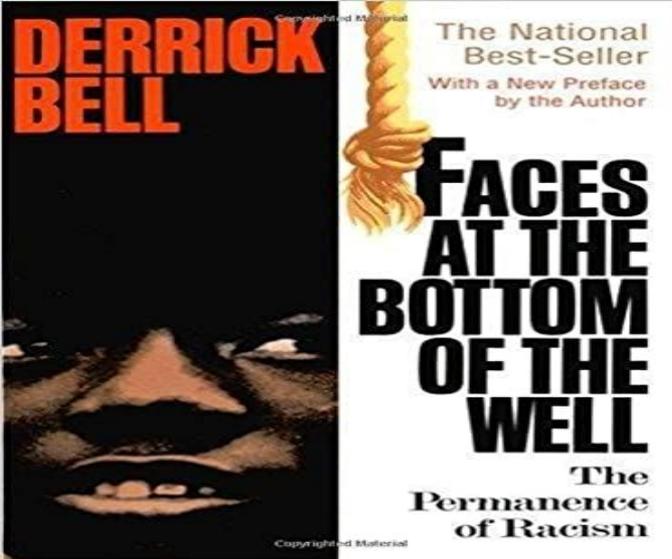
“Critical Race Theory finds its origin in Critical Legal Studies and uses conceptual tools of counter storytelling, the pervasiveness of racism, whiteness as property, interest convergence, critique of liberalism, and intersectionality to center race and racism as a means to understanding structural and systemic inequities.”

(Bell, 1992, Crenshaw, 2011, Delgado & Stefancic, 2017, Harris 1993, Solorzano & Yosso, in Perez Huber & Munoz, 2021, pg. 28).

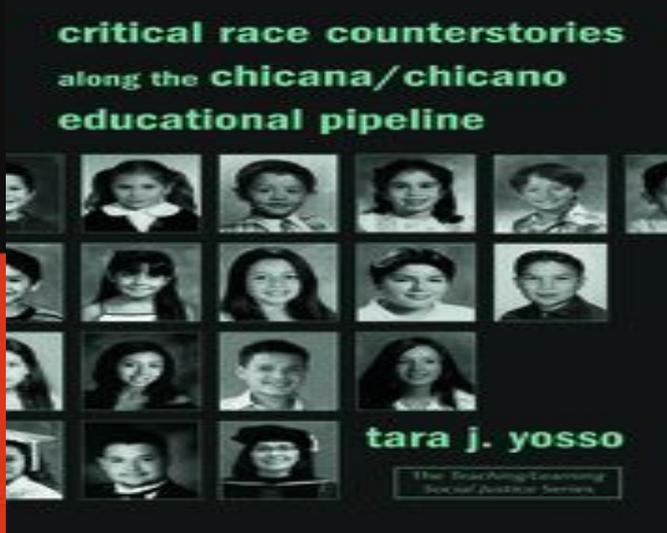
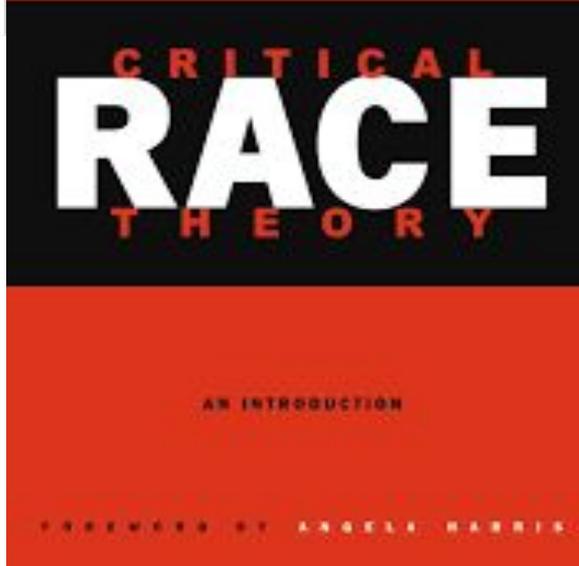
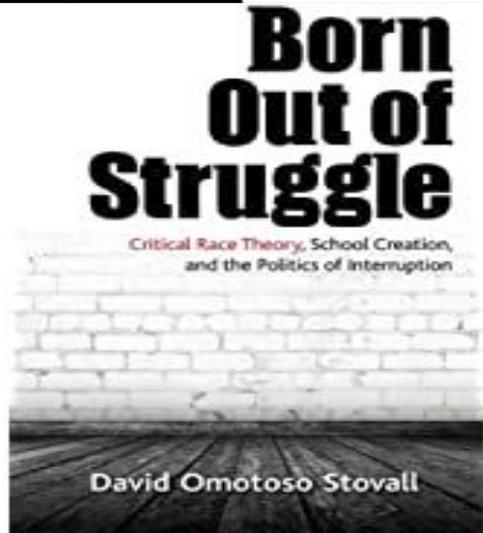
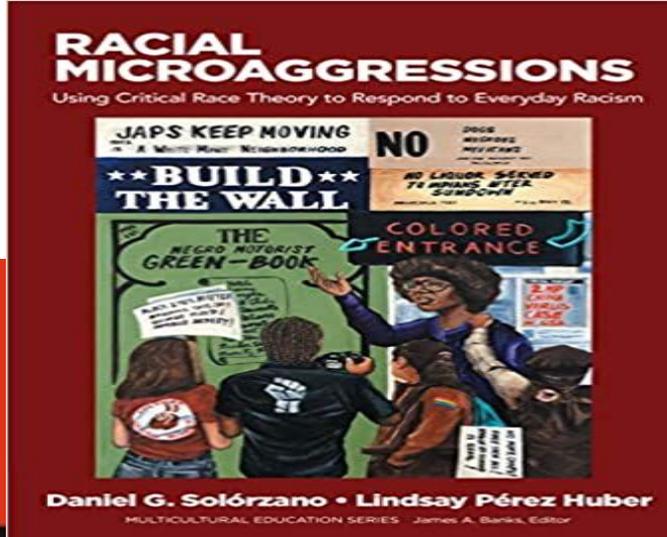
CRITICAL RACE THEORY TENETS

1. Name and discuss the **pervasive, daily reality of racism in US society** which serves to disadvantage people of color.
2. Expose and deconstruct seemingly **'colorblind' or 'race neutral' policies** and practices which entrench the disparate treatment of people of non-White persons.
3. Legitimize and **promote the voices and narratives of people of color** as sources of critique of the dominant social order which purposely devalues them.
4. Revisit civil rights and liberalism to address the **inability to dismantle and expunge discriminatory** socio-political relationships.
5. Change and **improve challenges to race neutral and multicultural movements in education** which have made White student behavior the norm.

(Ladson-Billings, 1998; Stovall, 2006)



CRT LITERATURE



THE CRT FAMILY TREE

BlackCrit

LatCrit

AsianCrit

TribalCrit

WhiteCrit

FemCrit

QueerCrit

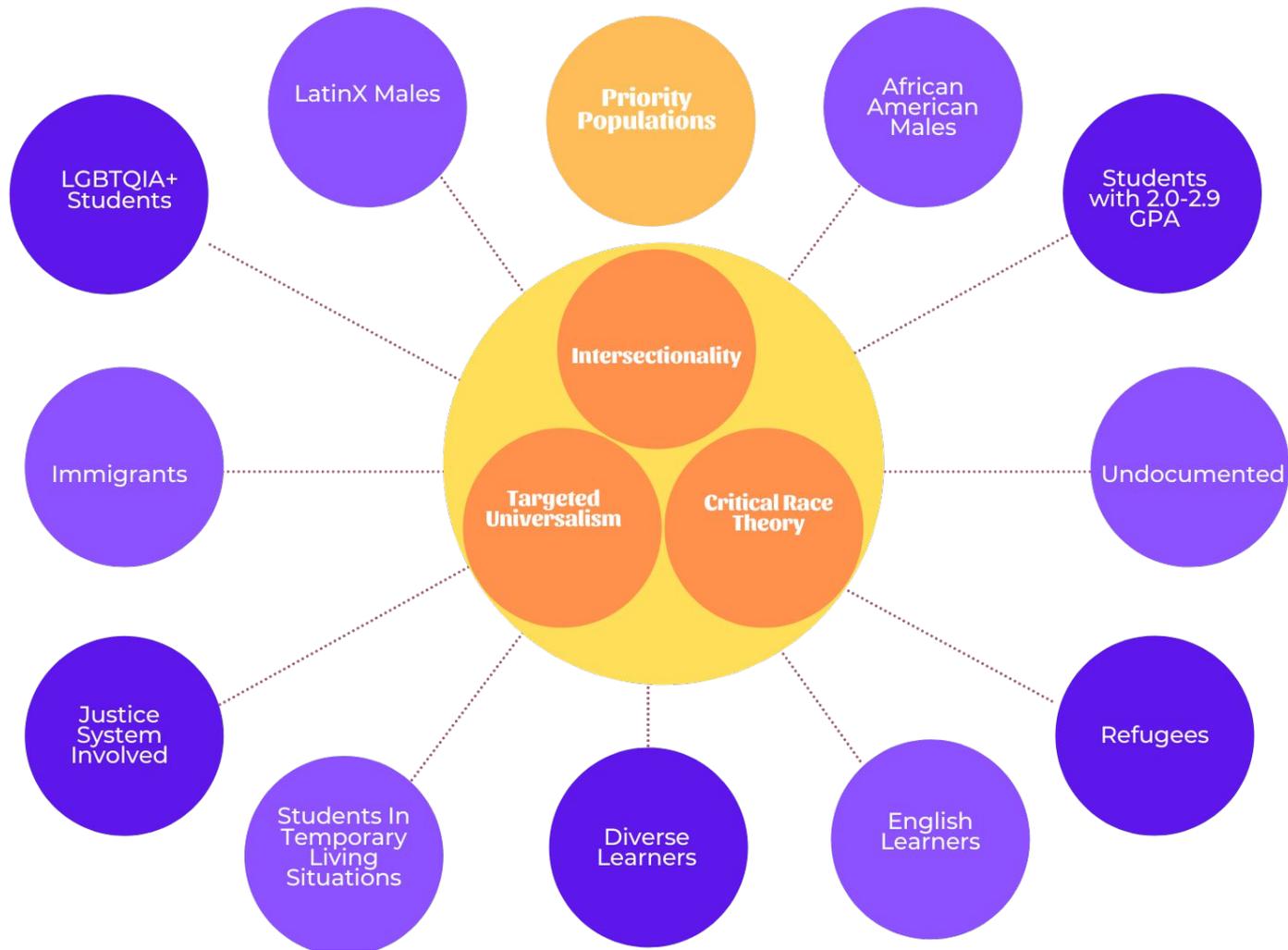
DisCrit

“LatCrit is guided by the same tenets as CRT, but also acknowledges issues specific to Latina/o communities, such as immigration status, language, ethnicity, culture, and phenotype. LatCrit allows for a more defined research focus and has led to the development of racist nativism” (Solorzano & Perez Huber, 2020, pg. 61)

What is critical race theory?

PBSO
NEWS
HOUR

GROUNDING OUR PRAXIS



THE COLLEGE COMPACT

MISSION: Increase the college enrollment rate of CPS graduates to 78% by 2024.

GOALS: Communicate and problem-solve collectively with colleges and universities to increase the enrollment, persistence, and success rates for CPS graduates.

Create and implement strategies that support college awareness, readiness, access, retention, and success efforts via the **three Compact Committees:**

- Admission and Enrollment(A&E)
- Finance (FIN)
- Student Affairs and Support Services (SASS)

General Compact Meetings:

- September 24, 2021
- November 12, 2021
- April 1, 2022

Committees Meetings:

- Create and Implementation of Strategic Initiatives
- Meet as a Committee In-Between General Compact Meetings

One-on-One Meetings:

- Meet with IHE Representatives to Strengthen Overall Relationship
- Review Data and Discuss Strategies to Improve Practices

Colleges & Universities

- Arrupe College
- Chicago State University
- City Colleges of Chicago
- Columbia College Chicago
- DePaul University
- Dominican University
- Eastern Illinois University
- Elmhurst University
- Governors State University
- Illinois Institute of Technology
- Illinois State University
- Knox College
- Loyola University Chicago
- National Louis University
- North Park University
- Northeastern Illinois University
- Northern Illinois University
- Northwestern University
- Moraine Valley Community College
- Morton College
- Roosevelt/Robert Morris University
- Saint Augustine College
- School of Art Institute of Chicago
- Southern Illinois University at Carbondale
- Triton College
- University of Chicago
- University of Illinois at Chicago
- University of Illinois at Springfield
- University of Illinois at Urbana-Champaign
- University of Wisconsin at Madison
- Western Illinois University

ACCESS PARTNERS

Admissions & Enrollment Committee

- Illinois Association for College Admission Counseling
- Illinois Education Systems

Finance Committee

- Illinois Student Assistance Commission
- Illinois Association of Student Financial Aid Administrators
- Ladder Up
- One Million Degree
- Network for Undocumented Scholarship Access

Student Affairs & Support Services Committee

- America's Urban Campus
- Advance Illinois
- Illinois Board of Higher Education
- Partnerships for College Completion
- University of Chicago Consortium - To & Through Project

COMMITTED: POSTSECONDARY ENROLLMENT & RETENTION SUPPORT FOR CPS GRADUATES - PROMISING PRACTICES AND PLANNING TOOLS

Admissions & Enrollment

1. **Increase accessibility and impact of campus visits** (e.g., CPS-specific events, virtual options, stipends, admitted students' events)
2. **Extend test-optional admissions policies**
3. **Support application completion** (e.g., through checklists, text messages, translations, waived application fees)
4. **Enhance enrollment support and communication** (e.g., restructure enrollment/ housing deposits, follow up post-admission, support for navigating student portals)

Finance

1. **Offer new scholarships or revise existing scholarships to expand eligibility/ increase stackability** (e.g., CPS scholarships, need- based aid, and emergency)
2. **Extend tuition deadlines, change balance limits**
3. **Support FAFSA/ financial aid application completion & financial management** (e.g., verification, eliminating institutional required documents)
4. **Improve communication of financial awards** (e.g., through clear and appropriate timelines, translations, cost transparency, standardized award appeals)

Student Affairs

1. **Facilitate holistic advising** (e.g., wraparound supports, mentoring, career advising, mental health services, and family engagement)
2. **Foster peer support models** (e.g., CPS peer mentors, CPS student clubs, cohorts, social activities, affinity groups, CPS campus tour guides)
3. **Expand academic supports** (e.g., summer bridge, tutoring, writing centers, study spaces, enrichment/internship programs)
4. **Update and communicate coursework requirements** (e.g., streamlining course selection, improving credit transfer, offering co-requisite courses, and eliminating remedial requirements)
5. **Address students' basic needs** (e.g. food, internet, laptop)

INSTITUTIONALIZING UNDOCUMENTED STUDENT RESOURCES

Coalition of Advocates for Undocumented Students' Education (CAUSE)

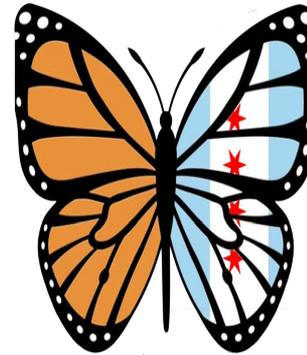
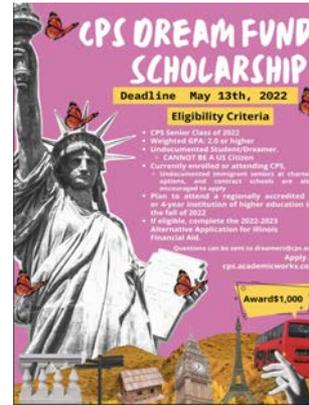
Chicago Undocumented Champion Coalition Credential (CUCC)

CPS Dream Fund Scholarship

Network for Undocumented Scholarships Access (NUSA)

Partnerships:

- Scholarship Providers
- Legal Clinic & Organizations
- Mental Health Networks & Professionals
- Tax & Financial Experts
- College & Universities
- Elected Officials
- Community Based Organizations



causechicago.org

@cause.chicago - Insta, Facebook

Chicago Public Schools: Office of School Counseling & Post-Secondary Advising (OSCPA)

Office of Language & Cultural Education (OLCE)

Network for Undocumented Scholarship Access (NUSA)

CPS Dream Team (DT)

CPS Dream High (DH)

Chicago Undocumented Champion Credential

Coalition Of Advocates for Undocumented Students' Education & Alumni (CAUSE)

Community Based Organizations

Illinois Student Assistance Commission (ISAC)

Higher Education Institutions (HEI)

Office of New Americans (ONA)

Illinois Coalition of Immigrant and Refugee Rights (ICIRR)

Chicago Law & Education Foundation (CLEF)

UndocuMentored Program

Organizational Chart: CPS Undocumented Student Supports

SPECIALIZED FAIRS & STUDENT SUMMITS

2nd Annual Young Women of Color Summit

*Interactive
Workshops*

*Lunch & Panel
Discussions*

Giveaways



Becoming

Finding & Celebrating Your Unique Voice

April 29, 2022
Truman College
1145 W. Wilson Ave
10am - 2pm



9th Annual Young Men of Color Summit

Being.

Be Healthy.



Be Prepared.



Be Successful.



Celebrating the strength and resilience of young men of color.

Interactive
Workshops

Resource
Fair &
Campus
Tours

Guest
Speakers

Lunch &
Giveaways

University of Illinois at
Chicago
Student Center East
750 S. Halsted Street
May 6, 2022
10am - 2pm





NETWORK FOR UNDOCUMENTED SCHOLARSHIP ACCESS PRESENTS

4TH ANNUAL SCHOLARSHIP & FINANCIAL RESOURCE FAIR

WEDNESDAY OCT 13
5:30 - 8PM
ARTURO VELASQUEZ INSTITUTE
2800 S WESTERN AVE, CHICAGO, IL

5:30 - 8:00PM

- ▶ SCHOLARSHIP & COLLEGE FAIR
- ▶ FAFSA/ALTERNATIVE APPLICATION FOR ILLINOIS FINANCIAL AID (RISE ACT)

TWO SESSIONS:
6:00 - 6:50PM & 7:00 - 7:50PM

- ▶ DO'S & DON'TS:
CREATING A COMPETITIVE SCHOLARSHIP APPLICATION
- ▶ PARENT 1:1
COLLEGE RESOURCES FOR PARENTS
- ▶ FINANCIAL LITERACY
HOW TO MANAGE YOUR FINANCES

SCAN QR CODE TO REGISTER





YOU ARE INVITED TO:

The 4th Annual Immigrant and Refugee Student Summit



QUESTIONS?
CONTACT MYRCKA DEL RIO AT
MGDELRI01@CPS.EDU
OR
NAYELI FERNANDEZ AT
NFERNANDEZ8@CCC.EDU



SCAN ME

REGISTER HERE >

The intent of this summit is to bring our CPS refugee and undocumented students from across the city together to engage in a collective dialogue around self-advocacy; awareness; career & college readiness.









Join Richard J. Daley College for a tour of our Manufacturing Technology and Engineering Center (MTEC). Tours will take place from 9:00 a.m. to 12:00 p.m. and will be led by faculty and staff, who will be available to answer questions about Daley's facilities, programs, and other offerings.

Daley College MTEC Spotlight

December 16th 2021

9:00am-12:00pm

Each tour will explore all areas of MTEC, including our high bay area that showcases the use of automation and robotics in manufacturing. Attendees will also have the chance to learn more about organization's and employers.

Please register at

[https://forms.gle/
F6ok2annW5cpmvPM8https://](https://forms.gle/F6ok2annW5cpmvPM8https://)



MARCH 22 - 24
9AM - 1PM



SKILLED TRADES CAREER FAIR

Explore careers in the construction trades, architecture, STEM, engineering and related fields through this innovative trades show designed for youth engagement.

MORE THAN 20 INDUSTRY PARTNERS

HANDS-ON DEMONSTRATIONS

**NETWORKING, APPLICATION
OPPORTUNITIES & MORE**

OPEN TO CPS STUDENTS

SCAN THE QR CODE TO LEARN MORE



MCCORMICK PLACE
LAKESIDE CENTER, HALL D
2301 S. LAKE SHORE DRIVE



WHOS WORK! OUR WORK!

- Restructured OSCPA Priorities and Teams
- Hired 2 College and Career Equity Specialists - Carlos Munoz & Art Shanks
- Hired Undocumented Champion Program Manager - Susana Mares
- Hired School Based Mentoring Manager - Cheryl Howard - Neal
- Completed CPS Equity Framework training
- Completed BiasSync Training
- Created Folder of Resources, Tools, Videos, and Readings
- Attended the Critical Race Studies in Education Conference (UofD)
- Hired Praxis Institute to provide Monthly PD's on Targeted Universalism, Intersectionality, Critical Race Studies, and Strategic Planning
- Host CRT Scholar Dr. David Stovall (UIC)

PRAXIS INSTITUTE

MONTHLY EQUITY PROFESSIONAL DEVELOPMENT

Month	Module	Month	Module
August 2021	1: PD Survey & Needs Assessment	January 2022	6: Community of Praxis- Modules 3,4,5
September 2021	2: Review Needs Assessment & Finalize Modules	February 2022	7: Family & Community Engagement In Post-Secondary Advising
October 2021	3: Priority Groups - Black Males & Latinx Males	March 2022	8: LGBTQIA+ Students
November 2021	4: Diverse Learners	April 2022	9: Social Capital - Guest Speaker: Dr. Stovall
December 2021	5: English-Language Learners	May 2022	10: Community of Praxis - Modules 7, 8, 9

CRITICAL RACE STUDIES IN EDUCATION ASSOCIATION



UNIVERSITY OF DELAWARE
OCTOBER 27-29, 2021

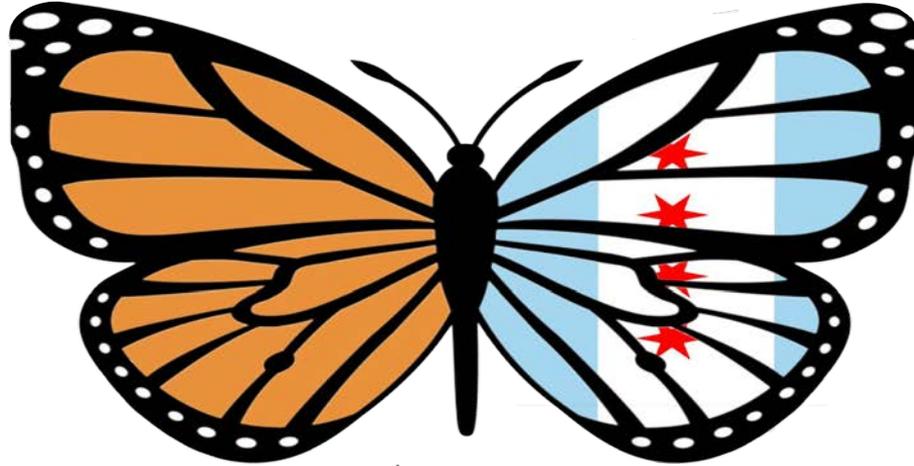
[HTTPS://WWW.CRSEA.ORG](https://www.crsea.org)

SAVE THE TENTATIVE DATE - 10/26/22 - 10/28/22 @ SIU - EDWARDSVILLE

DO YOUR OWN RESEARCH!!!

- Adrienne Dixson
- Alfredo J Artilles
- Alice Wong
- Amanda Lewis
- Amanda Morales
- Ana Castillo
- Ananka Shony
- Angela P. Harris
- Ann M. Aviles
- Arturo Nevárez
- Banks, James
- bell hooks
- Beth Ferri
- Bryan McKinley Jones
- Brayboy
- Came Davis
- Carla Marie Garcia-Fernandez
- Cathy Duarte Gastelum
- Cecilia Caballero
- Cheryl I. Harris
- Cheryl Matias
- Christina Chaise
- Christine Vega
- Dai O-Brien
- Daniel G. Solórzano
- Danielle Greene
- Darryl Chambers
- David Chen
- David Connor
- Dawn Hicks-Tafari
- Dennis Rudnick
- Derrick Bell
- Dolores Delgado Bernal
- Dorothy E. Roberts
- Elizabeth Kozleski
- Enrique Aleman
- Enrique Aleman
- Erica Davila
- Esther Carlos Berlioz
- Eve Tuck
- Francisco Valdez
- George Lipsitz
- Gloria Anzaldua
- Gloria Ladson-Billings
- Ian Haney Lopez
- Injeong Yoon-Ramirez
- Isaura Pulido
- James Anderson
- Janel George
- Janis Swenson Taylor
- Jean Stefancic
- Jeanette Haynes Writer
- Joanna V. Maravilla
- Joy Howard
- Judith Flores Carmona
- Judith Perez-Torres
- Kenzo Sung
- Kimberlé Crenshaw
- Larissa Malone
- Laurence Parker
- Lilia Fernandez
- Liliana Fernandez
- Lindsay Pérez Huber
- Lorena Gonzalez
- Maartje De Meulder
- Marcos Pizarro
- Maria Malagon
- Michael Dumas
- Michael Eric Dyson
- Michelle Alexander
- Michelle Tellez
- Mike Hill
- Mitsunori Misawa
- Nate Williams
- Noor Ali
- Octavio Villalpando
- Oscar Medina
- Patrick Johnson
- Rebeca Burciaga
- Richard Delgado
- Rita Kohli
- Robin DiAngelo
- Rochelle Peterson-Ansari
- Roderick A. Ferguson
- Roderick Carey
- Sami Schalk
- Sergio Gonzalez
- Shaun Harper
- Soo Young Lee
- Steven Bender
- Subini Ancy Annamma
- Susana Munoz
- Tami Ryan
- Tara Yosso
- Timberly Baker
- Valentina Gamboa-Turner
- Wayne Yang
- Wei - Ling Sun
- William Tate
- Yasser A. Payne
- Yvette Martinez-Vu
- Zeus Leonardo
- Zitlali Morales

QUESTIONS & REFLECTIONS



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