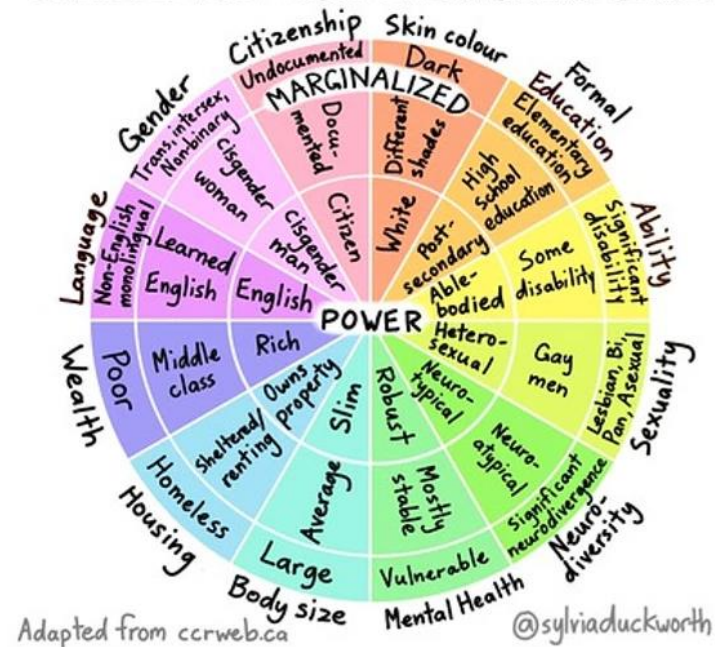


Do you want your child to pledge allegiance to a controversial third party organization without your consent?



WHEEL OF POWER/PRIVILEGE



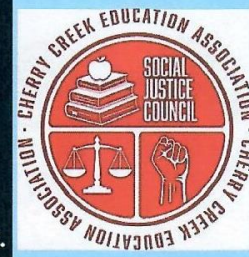
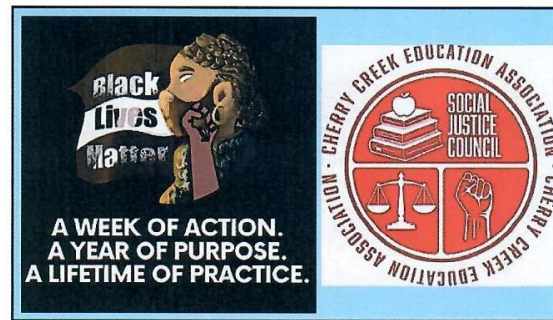
It has been brought to the attention of parents and citizens in the community that the Cherry Creek School District Teachers' Association (CCEA) along with its Social Justice Council, are organizing activities and lessons surrounding the national coalition **Black Lives Matter at School Annual Week of Action** (Jan. 31-Feb.4), including but not limited to integrating lessons into K-12 classrooms and wearing matching t-shirts to school.

Black Lives Matter in Schools

Slideshow Presentation

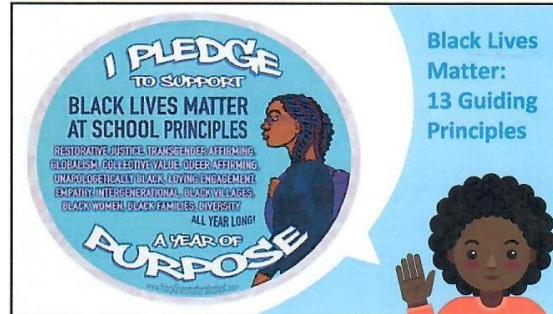
to be presented during the “Week of Action”
Jan. 31-Feb. 4, 2022

IMPORTANT TO NOTE: According to CCSD School Board Policy IMB and IMB-R, when discussing controversial topics, “The treatment of the issue in question must be within the range, knowledge, maturity and competence of the students.” CCSD School Board Policy IMB specifically states that indoctrination is not allowed in Cherry Creek Schools. Indoctrination is defined as teaching a person or group to accept a set of ideas without question or without thinking critically.



Black Lives Matter at School

Black Lives Matter at School is a national coalition organizing for racial justice in education. We encourage all educators, students, parents, unions, and community organizations to join our annual week of action during the first week of February each year



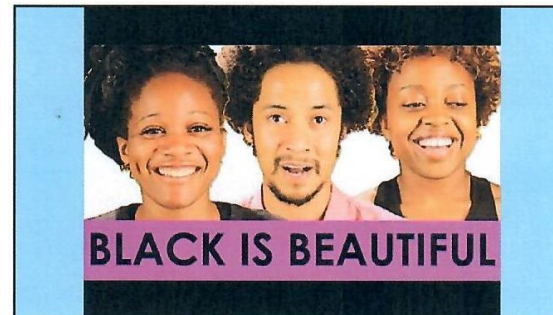
Black Lives Matter:
13 Guiding Principles



Black folks shouldn't apologize for who they are or what they believe.

Loving themselves and wanting freedom and justice is a necessary prerequisite for wanting the same for others.

We don't apologize for who we are or what we believe. We say Black Lives Matter because we know that if some of us aren't free, then none of us are free.



REFLECT/DISCUSS

1. In non-Black spaces, it is common for Black people to hide parts of themselves. Why do you think that might be?
1. Remembering that we all have different personalities, who is someone that is unapologetically themselves?
1. Have you seen anyone modeling what it looks like to be unapologetically Black?
4. How will using the principle of being Unapologetically Black help Cherry Creek Schools show that Black Lives Matter?



Visit:

- × <https://www.blacklivesmatteratschool.com/13-guiding-principles.html>
- × <https://www.blacklivesmatteratschool.com/>



Extra vector illustrations



Black Lives Matter at School Framework from Cherry Creek Education Association for All Union Teacher/Staff Members in K-12 in Cherry Creek School District

Union Reps at each school were requested to forward this Framework along with the Talking Points and Resources for Courageous Conversations About Race found on the third slide to teachers in their school to use for the Black Lives Matter in Schools Week of Action beginning January 31, 2022 and ending on February 4, 2022.

Framework for Black Lives Matter at School

“Black Lives Matter at School is a national coalition organizing for racial justice in education. We encourage all educators, students, parents, unions, and community organizations to join our annual week of action during the first week of February each year.” (<https://www.blacklivesmatteratschool.com/>)

To participate in this special week, the Cherry Creek Education Association Social Justice Council invites you to highlight the following resources in your Advisement, homerooms, and classrooms. You can integrate these lessons into your classroom when it works for you at whichever level you teach. We have included activities for levels K-12.

The Advisory Lesson theme is based on one of the 13 Guiding Principles, *Unapologetically Black*. We are hoping to promote this guiding principle for this Black Lives Matter at School week for 2022. This framework has been created to explore these themes with students: Activism, Organizing, and Resistance; Exploring Identity; and Empathy, Fairness, and Justice.



Week of Action

- ☐ Jan 31, 2021 Wear shirts supporting Black Lives Matter, BLM at School Week, and Black History.
- ☐ Feb 1 - 4: Week of Action [Slideshow for Secondary Advisory](#). Use the framework below to find resources for your classroom.

Black Lives Matter at School Lessons from Cherry Creek Education Association for All Union Teacher/Staff Members in K-12 in Cherry Creek School District

Union Reps at each school were requested to forward this Framework along with the Talking Points and Resources for Courageous Conversations About Race found on the third slide to teachers in their school to use for the Black Lives Matter in Schools Week of Action beginning January 31, 2022 and ending on February 4, 2022.

For lessons and classroom activities, browse the resources below to help students relate more personally with these themes. *

I. Activism, Organizing and Resistance

Elementary/Middle/High School	Children and Youth as Changemakers / Includes list of youth from past and present!
-------------------------------	--

II. Exploring Identity

Elementary/Middle	Family Colors: Interviewing Our Families
Elementary	It's Okay to Feel Different Social Identity Wheel - The Lesson below gives more background and "how to". I am poem template - Elementary
Middle/High School	Social Identity Wheel Lesson Social Identity Wheel Handout w/Social Identity Group examples Discussion - Wheel of Power and Privilege (Image only) "I AM" Poem template
Elementary/Middle/High School	Video to introduce Creating Identity Portraits Lesson Plan for Creating Portraits

III. Empathy, Fairness and Justice

Elementary/Middle/High School	Help your students create their own justice-oriented comic strips!
-------------------------------	--

Talking Points and Resources for Courageous Conversations About Race

Black Lives Matter at School Week



The CCEA Social Justice Council Racial Justice Pod has put together this list of resources to help you should you enter into a conversation about race. CCSD's office of Equity, Culture, and Community Engagement supports the Black Lives Matter movement and can support the conversation with administrators on why teachers should not be discouraged or receive any backlash for wearing BLM t-shirts.

We hope you find the following helpful!

- [Creating the Space to Talk about Race at your School](#)

In this pdf, NEAedJustice.org states, "Creating the space to talk about race can open the way for some of the most powerful learning and change that you and your students will ever experience. The following [10] tips can help you make race conversations normal, constructive and successful."

- [FAQs about BLM at School Week](#)

Want to know how the January 31st BLM at School event got organized? Want to know why school teachers and staff are participating? The CCEA SJC Racial Justice Pod put this sheet of FAQs together to answer those questions and more.

- [Talking to Kids About Racism and Violence](#)

"Whether they see it on the news or in their own communities, kids across the United States are aware of the violent acts of racism that our country continues to confront. Many children of color have experienced such racism themselves, or seen it affect their loved ones. From police brutality against Black people to attacks on Asian American people during the coronavirus crisis, there's a lot going on that can be scary and confusing for kids to deal with.

How can parents, many of whom are struggling themselves, help children process what they're seeing and manage their feelings? There's no one right answer." Here are a few guidelines from The Child Mind Institute that parents (and educators) can keep in mind to help kids deal with troubling news about racism and violence.

- [NEA activists launch series of video "primers" for anti-racist white educators](#)

"Luke Michener and Terry Jess are both white, male educators who teach at Bellevue High School in Washington state. Terry and Luke feel they do have a lot to offer other white educators who are committed to racial equity in education, but may not know where to begin, how to plug in with existing efforts, nor how to best participate in sometimes difficult discussions about race in their own schools." Terry now has more than 80 short videos on his YouTube channel, addressing topics that range from "What's on your classroom wall?" to "Why am I wearing #blacklivesmatter every day?" to "Charlottesville in the classroom."

The collection is now anchored around a 10-part series co-hosted by Terry and Luke, titled "Primer for anti-racist white educators." In the videos, which are between three and eight minutes long, Terry and Luke walk through focused topics such as "Listen," "Learn," "Space," "Accountability" and "Act."

Live links to the videos can be found in the article.

If I'm experiencing backlash during CCSD BLM at School Week, who should I contact?

- Need to call someone during the t-shirt campaign on **January 31st**? The staff at the Office of Equity, Culture, and Community Engagement are available.

CCSDEquity@cherrycreekschools.org 720-554-4380

- Need to call someone during the BLM at School Week **Feb. 1-4**?

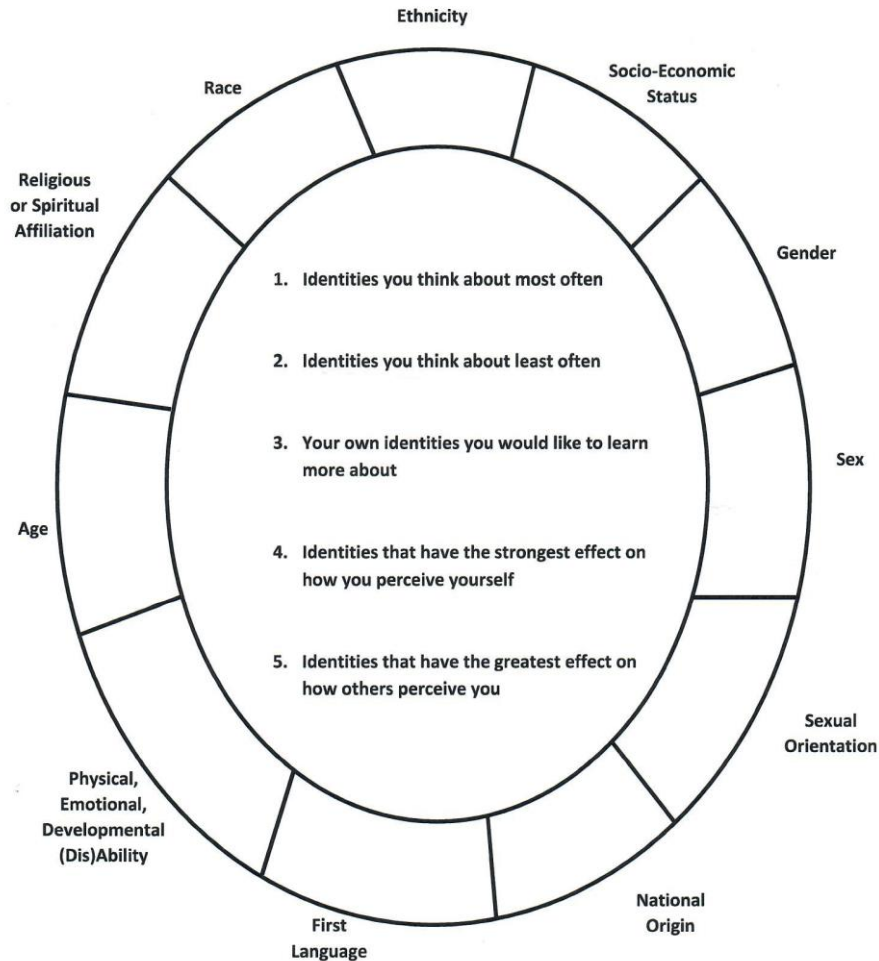
Jackie Parkins, CEA FRUU Director jparkins@coloradoea.org 720-496-8302

Misty Hart, CEA FRUU Director MHart@coloradoea.org 720-305-3147

The CCEA acknowledges that teachers may "experience backlash" suggesting this is a Controversial/Sensitive Subject and CCSD Board Policies regarding "Teaching Controversial/Sensitive Issues (IMB-R & IMB) should be reviewed before providing counsel to ensure the policy is not being violated.

Example of a Lesson for BLM at School Week

Controversial/Sensitive Material and CCSD Board Policies regarding “Teaching Controversial/Sensitive Issues (IMB-R & IMB) should be reviewed before sharing with students.



Social Identity Groups

Social identity groups are based on the physical, social, and mental characteristics of individuals. They are sometimes obvious and clear, sometimes not obvious and unclear, often self claimed and frequently ascribed by others. For example, racial groupings are often ascribed as well as self-claimed. Government, schools, and employers often ask an individual to claim a racial identity group or simply ascribe one to an individual based on visual perception. Other social identities are personally claimed but not often announced or easily visually ascribed such as sexual orientation, religion, or disability status.

For the purpose of this self-examination please identify the memberships you claim or those ascribed to you. Below are examples of social identity groupings. Since issues of social identity often are the basis of much social conflict, it is reasonable to expect that even the terms we use to describe them may cause disagreement. So feel free to use your own preferred terms for the material below.

Examples

(Feel free to use your own language for your identities.)

Gender	Woman, Man, Transgender, Post-Gender
Sex	Intersex, Female, Male
Race	Asian Pacific Islander, Native American, Latin@, Black, White, Bi/Multiracial
Ethnicity	Irish, Chinese, Puerto Rican, Italian, Mohawk, Jewish, Guatemalan, Lebanese, European-American
Sexual Orientation/	Lesbian, Gay, Bisexual, Pan-Attractional, Heterosexual, Queer, Attractionality, Questioning
Religion/Spirituality	Hindu, Muslim, Buddhist, Jewish, Christian, Pagan, Agnostic, Humanist
Faith/Meaning, Atheist, Secular	
Social Class	Poor, Working Class, Lower-Middle Class, Upper-Middle Class, Owning Class, Ruling Class
Age	Child, Young Adult, Middle-Age Adult, Senior
(Dis)Ability	People with disabilities (cognitive, physical, emotional, etc.), Temporarily able-bodied, Temporarily disabled
Nation(s) of Origin and/or Citizenship	United States, Nigeria, Korea, Turkey, Argentina
Tribal or Indigenous Affiliation	Mohawk, Aboriginal, Navajo, Santal
Body Size/ Type	Fat, Person of Size, Thin

Marginalized Group: social identity groups that are disenfranchised and exploited

Privileged Group: social identity groups that hold unearned privileged in society

The Program on Intergroup Relations, University of Michigan

Black Lives Matter at School Resource Links for Review

Controversial/Sensitive Material and CCSD Board Policies regarding “Teaching Controversial/Sensitive Issues (IMB-R & IMB) should be reviewed before sharing with students.

- This is the link to the website for the Black Lives Matter at School organization that CCEA is supporting.
<https://www.blacklivesmatteratschool.com/>
- This is the introductory video on the main page of the Black Lives Matter at School webpage: <https://youtu.be/sO-PIUeCG0>
- These are the **13 Guiding Principles of the Black Lives Matter at School** organization that our teacher’s union is supporting and encouraging our teachers to support:
<https://www.blacklivesmatteratschool.com/13-guiding-principles.html>

**Following is Documentation from the District
Regarding Implementation of the Framework &
Lessons Provided by Cherry Creek Education Association
in Regards to Black Lives Matter at School Week
January 31, 2022-February 4, 2022**

Email from School Union Rep to Teachers at a CCSD Elementary School:

From: [REDACTED]
Date: January 26, 2022 at 9:42:30 AM MST
To: DELETED RECIPIENTS
Subject: BLM at School Week

Hi Members,

The CCEA Social Justice Council Racial Justice Pod has been working tirelessly to organize BLM at School Week district-wide. **We have the support of the Office of Equity, Culture, and Community Engagement. Mike Giles has communicated with all principals to allow teachers to participate.**

Attached are two documents to support you next week. You are also encouraged to wear a t-shirt that is Black and Brown affirming on Monday, 1/31.



Black Lives Matter at School Week T-shirt Order

The 2022 BLM at School week kicks off on January 31st with a t-shirt campaign. CCEA and the Social Justice Council would like to offer a free t-shirt to CCEA leaders. Please complete and submit the form below if you would like a t-shirt to wear on January 31st. This form must be received by 1/17/2022.

* Required



Frequently Asked Questions about BLM at School Week created by the CCEA Social Justice Council Racial Justice Pod

January 31st—#BlackLivesMatterAtSchool FAQ



Q: How did the January 31st Black Lives Matter At School event get organized?

A: The Black Lives Matter at School movement first started in Seattle during the fall of 2016, when thousands of educators in Seattle came to school on October 19th wearing shirts that said, "Black Lives Matter: We Stand Together." Hundreds of families and students did too.

The CCEA Social Justice Council organized this event because there were different events happening across the district. The Social Justice Council wanted to support a district-wide initiative to join educators across the U.S. The purpose of the coalition is to raise awareness of racial inequality and support schools and communities to organize for racial justice. So far, the coalition has helped educators in more than 20 cities across the U.S. show support and solidarity for their students of color during the first week of February.

Q: Who has endorsed this Black Lives Matter At School event?

A: The Social Justice Council in conjunction with CCEA created a framework for talking with students about racial inequities based around the theme of "Unapologetically Black." The framework and the t-shirt campaign's purpose is to show up for #BlackLivesMatterAtSchool. Both the framework and the t-shirt event have been approved by the district. Further, the district has already affirmed as part of its educational goals that Black Lives Matter.

Q: Why are school teachers and staff participating?

A: When people know that something is wrong, they often try to change it through collective action. Black Lives Matter at School is a social movement revolving around the issues Black and Brown students face as a result of their skin color. This is a collective effort to change the racial injustice in the 21st century in the U.S. Every individual chooses how they show their support for our Black students. Some teachers want to be publicly supportive, others would rather be private.

Q: Isn't this a political action and do political actions belong at school?

A: This is a consciousness-raising event. School is part of society, students and staff are part of society, and so what is happening within our society deserves and demands our attention. This is a "teachable moment" for Cherry Creek Public Schools to show that we truly believe in equity that goes beyond an equity meeting.

Q: How will this event help promote racial equity at our school?

A: Racial equity will never be a reality unless people are willing to act to demonstrate their beliefs about it. This event provides an opportunity for courageous conversations that can help our schools move toward racial justice. This is an opportunity for students and teachers to engage in social justice that is transformative.

Q: How does this event align with Cherry Creek Future Forward Strategic Priorities?

A: This event aligns with the Cherry Creek Future Forward Instructional Excellence strategies: Ensuring students have access to a high-quality, culturally responsive education that prepares them for our diverse world; Supporting our students' academic and social development by addressing racial and cultural bias through a transformational equity framework; and Creating meaningful, consistent opportunities to engage with students and ensure their voices are represented.

Q: How can I show my support?

A: 1) Wear a Black Lives Matter at school t-shirt or any shirt that affirms black and brown students, letting them know that you are creating a safe space for them to show up fully as their authentic selves.

2) Use the [framework](#) for engaging in a courageous conversation about race in your classroom.

3.) Integrate your own lesson to support the week beyond advisory or morning meeting.

Q: Why call attention to Black Lives when all lives matter and when there are other groups treated unjustly in our schools and country?

A: Almost half of Cherry Creek students are non-white students (49.5%). The call of All Lives Matter is often used to brush aside the concerns which led to the emergence of the Black Lives Matter movement over the last two years. In some cases, it reflects the universal consciousness and awareness that many members of the younger generations have come to embrace. However, until the lives of people of color are treated with equal value by society, the call for all lives matter rings hollow. By all measures, African-Americans, Native Americans and Latinos, are treated unequally by our society fifty years after the passage of major civil rights laws. This inequality can be found in incidences of police brutality and killings, imprisonment rates, repeated studies of job and housing bias, health care, and access to quality education resulting in the school to prison pipeline. Until we are treated equally, we must all raise our voices or be complicit in the racism.

*Cherry Creek Schools website October 9th 2020

Q: Isn't the Black Lives Matter Movement only about police killings?

A: No. The origin of the hashtag "#BlackLivesMatter" is in the killing of Trayvon Martin by a vigilante and the ensuing national protests that followed showed the potential for a new social movement. Protest actions have been led by BLM activists in hundreds of U.S. cities. But this movement is not only focused on police accountability. BLM activists also joined with the thousands of Native people and their supporters in their stand for the environment at Standing Rock, North Dakota.

NOTE: "Both the framework and t-shirt event have been approved by the district."

Email from Deputy Superintendent Jennifer Perry to ALL
Principals in the District:

From: Perry, Jennifer <jperry5@CherryCreekSchools.org>

Sent: Wednesday, January 26, 2022 12:49 PM

To: .Principals_All <Principals_All@cherrycreekschools.org>

Cc: .EdOp <edop@cherrycreekschools.org>; Ellis, Kemberlea S <kellis8@CherryCreekSchools.org>

Subject: Framework for Black Lives Matter information

Hello Everyone,

It has come to our attention that The Cherry Creek Education Association Justice Council forwarded the Framework for Black Lives Matter in Schools to all association representatives (AR's) earlier today. The materials shared have not been vetted by the school district and are not endorsed by the Performance Improvement or Equity, Culture, and Community Involvement departments. If teachers are looking for resources for Black History Month, I encourage them to access the Social Studies page on the Cherry Creek School District website. Please know that individual groups do not put together resources for teachers or schools. Look for instructional resources to come from the Departments listed above. We apologize for any confusion this has created in the system. Feel free to forward this to your staff as needed.

Thanks,

Jen

The District has sent an email to all principals in the District in an effort to distance themselves from the actions of the Cherry Creek Education Association. This email shifts responsibility from the District Administration to the principals giving principals the authority to make the decision to acknowledge the actions or not.

According to CCSD School Board Policy IMB and IMB-R, when discussing controversial topics, "The treatment of the issue in question must be within the range, knowledge, maturity and competence of the students." *

Indoctrination is defined as teaching a person or group to accept a set of ideas without question or without thinking critically. CCSD School Board Policy IMB specifically states that indoctrination is not allowed in Cherry Creek Schools. *

***To review Board Policies please click on this link and select "Policies→Instruction→IMB & IMB-R:
<https://go.boarddocs.com/co/chcr/Board.nsf/Public>**

Our children are not pawns for social justice. CCSD students attend school for an excellent education that encompasses language arts, mathematics, science, history, geography, fine arts, and physical education. While at school, children should be developing their academic minds while learning positive lessons about appreciating each person's strengths. Instead they are being fed words like "injustice," and "prejudice" and are being shown images of hateful actions that depict a very narrow view of whites against blacks. Children are being pushed into believing that all whites are mean and uncaring toward other race groups and that police officers working within our communities do not care about the very lives they have sworn to protect.

What can I do?

1. SIGN THE PETITION to Stop the Black Lives Matter at School Week of Action:

<https://chnng.it/VZhNQwMsG5>

2. Click here to access the Public Concerns/Complaints Form to file a complaint with Cherry Creek Schools about your concerns and email it to either your neighborhood school principals or Superintendent, Chris Smith at superintendent@cherrycreekschools.org :

<https://bit.ly/3KODgyu>

3. Call your child's Principal to discuss your concerns.