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**POSITION STATEMENT  
ON RACISM**



*Florida Association of School Psychologists*



## OUR RESPONSIBILITY

The Florida Association of School Psychologists (FASP) stands in solidarity with NASP, APA and other organizations in voicing their resolve to fight against racism and social injustice experienced by people of color.

While enraged by the police brutality inflicted on George Floyd, we must not lose sight of the brutality of oppression people of color have endured in America for centuries. Overrepresentation in the criminal justice system, disparities in economic opportunity, inequitable access to education, and healthcare, redlining in housing, and voter suppression are all the result of systemic racism in our society. As school psychologists, we recognize the impact of these injustices on families and children and the urgency of eradicating the scourge of racism **now!**

FASP condemns supremacist views that develop into racist behaviors as evidenced by harsher treatment of black children in schools, special programming decisions that sometimes hurt more than they help, and microaggressions that leave Black professionals unheard and their views neutralized in the educational system. As educational advocates, we have a responsibility to ensure that every member of our community feels acknowledged, respected, and supported both in school and out of school. This responsibility also requires us to speak up for societal injustices whenever and wherever they arise. Individually and collectively, we must be the voices that call out overt and covert racism in our society. The recent murders of George, Floyd, Breonna Taylor, Ahmaud Arbery, Elijah McClain and countless other unarmed and nonviolent Black people by law enforcement have sparked a nationwide call to action from every walk of life. Many have joined the Black community to stand up against racism and the outright threat to the preservation of the Black community. It is incumbent upon us to examine how these events impact the educational environment while we implement policies and procedures to eliminate racism in our schools and our society.

While it is obvious that all lives matter, it is unfortunate but true that it must be stated emphatically and intentionally that Black Lives Matter because of the historical targeted oppression of Black people through policing, health, education, employment and business practices in this country. The perceived superiority of one race over others has permeated all walks of life in this country and must be addressed and tackled. Some people rail against the slogan “Black Lives Matter,” preferring “All Lives Matter.” If this is the case, then demonstrate it by promoting equal treatment under the law, equal funding for schools, equal health care, equal housing and equal access for all aspects of American Life. We must end the two Americas of one for whites and one for all people of color.

FASP stands with all communities working to end racial and societal injustices through legal actions, peaceful protests, policy change and systemic reform. We must be anti-racists and let our actions speak.

Below are steps to proactively address racism and discourage future prejudices:

1. Educate yourself [through reliable sources] on the history of racism and the barriers that people of color face.
2. Increase your knowledge regarding disproportionate discipline both nationally and locally as well as your understanding of how to remedy these disciplinary inequities. Use this knowledge base and your skills to address these issues at building and district levels.
3. Educate yourself as to the cultural norms of various ethnic groups as well as the expectations of children and the families we serve.
4. Be vigilant when it comes to assessment of minority children to ensure that the norms are culturally and linguistically relevant and fair.
5. Advocate for best practices to avoid over identification of minority children for ESE services.
6. Advocate for best practices to avoid the underrepresentation of minority children in programs for students identified as gifted.
7. Advocate for evidenced based interventions that are culturally relevant and appropriate for minority students.
8. Examine your own biases when making decisions. Ask if you and/or the team would make the same recommendations for non-minority students.
9. Be vocal about your stance against racism. Confront racist views and encourage others to do the same.
10. Work with parents, community leaders and other stakeholders to eliminate systemic barriers and biases.
11. Join groups or organizations that have an anti-racism agenda.
12. Teach others about racism and share anti-racist resources while working to eradicate negative stereotypes. This applies to adults and children.
13. Do a self-check of prejudices and beliefs you may hold that potentially interfere with just and equitable actions towards your colleagues of color.
14. Support colleagues of color when you see injustice and prejudice occur.
15. Be willing to engage in the sometimes uncomfortable conversations about race.
16. Advocate for the inclusion of minority authors, artists, historians, and speakers at FASP conferences and in teaching.
17. Recognize that representation matters as you strive for ethnic inclusion within your clubs, groups, literature, educational curriculum, everyday teaching practices, etc.
18. Advocate for a diverse workforce where you conduct business.
19. Teach tolerance.



# CALL TO ACTION

FASP must affirm its commitment to anti-racism as well as anti-sexism by putting our position statements into action. By doing so, FASP will demonstrate its beliefs in equality, diversity and inclusion.

FASP calls on all its members to participate and support the following actions:

- FASP will not remain silent in the face of social injustice.
- FASP will provide education for its membership on anti-racism and anti-sexism at its conferences, workshops and social media.
- In planning conferences, FASP will be inclusive of diverse presenters and topics in an effort to address issues of minority populations.
- FASP will support legislation and legislators that advocate for equal justice.
- FASP will actively seek to increase minority participation in the profession of School Psychology by speaking to high school and undergraduate college students, especially at HBCUs, as well as mentoring minority students interested in the profession.
- As an organization, FASP will work to be diverse and inclusive at all levels of leadership from the Executive Board to committees.

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## RESOURCES & REFERENCES

Teachers, Our Black Students Need to Hear From Us Right Now

<https://www.boredteachers.com/teaching-and-career-tips/teachers-our-black-students-need-to-hear-from-us-right-now>

100+ Free Anti-Racism Resources for Children and Adults

<https://www.boredteachers.com/resources/100-free-anti-racism-resources-for-children-and-adults>

10 Questions to Ask Your School or School District About Race

<https://www.boredteachers.com/community-posts/10-questions-to-ask-your-school-or-school-district-about-race>

Why We Cannot Be Silent About Racism & How We Can All Do Better

<https://www.boredteachers.com/news/why-we-cannot-be-silent-about-racism-how-we-can-all-do-better>

Being 'Non-racist' is Not Enough – Tips For Being Actively Antiracist

<https://www.boredteachers.com/community-posts/non-racist-is-not-enough-tips-antiracist>

1.8 Million LGBTQ Youth Consider Suicide Each Year, But Teachers Have the Power to Change That

<https://www.boredteachers.com/classroom-management/1-8-million-lgbtq-youth-consider-suicide-each-year-but-teachers-have-the-power-to-change-that>

The Association of Black Psychologists

<http://www.abpsi.org/>

Tell Your Kids the Truth About This Moment

<https://www.theatlantic.com/family/archive/2020/06/how-talk-kids-about-pandemic-and-protests/613396/?fbclid=IwAR30f1eRB0Cf7Dw75Fx7HxWAB-WzRfuBJdiihOcGR0PLzgGqdCjoxQ4DiZY>

Child Mind Institute

<https://www.facebook.com/ChildMindInstitute>

How to Talk to Kids about Race and Racism

[https://www.parenttoolkit.com/social-and-emotional-development/advice/social-awareness/how-to-talk-to-kids-about-race-and-racism?fbclid=IwAR1kGaya7EksnatXnKpdQ1\\_o0NzjHWdivauTczZzkdwMlztG7KbhLOypPk](https://www.parenttoolkit.com/social-and-emotional-development/advice/social-awareness/how-to-talk-to-kids-about-race-and-racism?fbclid=IwAR1kGaya7EksnatXnKpdQ1_o0NzjHWdivauTczZzkdwMlztG7KbhLOypPk)

Talking About Race

[https://nmaahc.si.edu/learn/talking-about-race/audiences/parent-caregiver?fbclid=IwAR08P6xD-M9\\_V9XAdPDyVb1NtBXoc8Iz0aG3-p395n70b-03TYQYBrHVF9c](https://nmaahc.si.edu/learn/talking-about-race/audiences/parent-caregiver?fbclid=IwAR08P6xD-M9_V9XAdPDyVb1NtBXoc8Iz0aG3-p395n70b-03TYQYBrHVF9c)

Your Kids Aren't Too Young to Talk About Race: Resource Roundup

<https://www.prettygooddesign.org/blog?fbclid=IwAR2EWCskXkAyWmpdsipzMIqSXyziJplaR82yF4n1za4DiPk2nhEVcJBLyQY>

Teaching Tolerance and Talking to Children About Racism

<https://childrenslibrarylady.com/teaching-tolerance-anti-racism/>

APA Division 45

<http://division45.org/>

National Alliance of Black Educators

<https://www.nabse.org/>

Society of Indian Psychologists

<http://www.nativepsychs.org/>

Asian American Psychological Association

<https://aapaonline.org/>

National Association of Gifted Students

[www.nagc.org](http://www.nagc.org)

Black Emotional and Mental Health Collective Community

<https://www.beam.community/>

Black Mental Health Alliance

<https://blackmentalhealth.com/>

National Latinx Psychological Association

<https://www.nlpa.ws/>