



# Stuck Improving Mini Lecture Series

## CHAPTER 1

### Black and Brown Influential Presence

Black and Brown people's influential presence refers to the combined physical presence and integration of experiences, culture, and ways of being into the fabric of the organization. It is evidenced when people of color's priorities and ways of being reshape power structures in schools. **To achieve educational equity, school communities must strive to grow Black and Brown influential presence.**

Influential presence is not the same as numerical representation. It's important not to confuse the two. After all, people of color can be present, and perhaps represented in high numbers, yet have minimal influence and power to shape their educational access, opportunities, experiences, or outcomes. So they remain minimally influential - I call this mere presence.

**Black and Brown influential presence is important because it disrupts (calls into question) white presence, which is by default influential.** White people possess influential presence even where they are numerically underrepresented or not at all present.

White ideals and ways of doing things control and influence power in decision-making, including dictating what is taught, how it is taught, and the program of professional learning to name a few. So how can school administrators, educators, and people who care about equity for all achieve this influential presence? Here's a quick response.

1. **Hire more** people of color.
2. Create ways for people of color to **include their values and cultural practices into decision-making processes.**
3. **Create and support racial affinity spaces** for students and adults
4. **Welcome people of color who are not directly affected** by the policies, practices, and decision-making that shapes the day-to-day life of the school as learning partners



Find a downloadable PDF of this document and more useful resources on my website "stuckimproving.com"