

# Practices of Inclusive Educators

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## Inclusive Educators...

- ~ are reflective and vigilant about our own behavior every day;
- ~ acknowledge when we respond well and/or handle a situation well; and know there will always be another challenge tomorrow;
- ~ recognize that unlearning oppressive beliefs and actions is a lifelong process, and welcome each learning opportunity;
- ~ acknowledge and accept that we may not know how to handle every situation;
- ~ ask for help when we need to;
- ~ take responsibility for learning about our own and other group's heritage, culture, and experience;
- ~ always assume racism/sexism/heterosexism is part of the picture;
- ~ are comfortable and proud of our own identities;
- ~ listen to and respect the perspectives and experiences of the members of traditionally marginalized groups;
- ~ are willing to take risks, try new behaviors, and act in spite of our own fears and resistance from others;
- ~ take care of ourselves in order to avoid burn-out;
- ~ act against social injustice out of a belief that it is in our own self-interest to do so and with a willingness to make mistakes, learn from them, and try again;

- ~ are willing to be confronted about our own behavior and attitudes, and consider change;
- ~ understand the connections among all forms of social injustice;
- ~ believe we can make a difference by acting and speaking out against social injustice, and do so every chance we get;
- ~ know how to cultivate support from other inclusive educators;
- ~ mobilize and organize to respond to issues without being prompted by a traditionally marginalized group member;
- ~ address issues, not just incidents;
- ~ are visible, active, vigilant, and public (even when a traditionally marginalized group member is not in the room).

Some of these items are adapted from:

*Teaching for Diversity and Social Justice*, Adams, Bell, and Griffin (Eds.), Routledge, 1997;  
*Uprooting Racism*, Paul Kivel, New Society Publishers, 2002; and *Building Alliances among Women of Color and White Women: Be an Ally, Not a Friend*, Kathleen Wong (Lau),  
[http://www.aacu.org/ocww/volume36\\_1/feature.cfm?section=2](http://www.aacu.org/ocww/volume36_1/feature.cfm?section=2)