



CADAT / CDAА Joint Annual Conference April 16 – 17, 2021



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Name of Course: *Equity Literacy and Allied Behavior*

Course Content Outline:

This virtual workshop introduces the art of dialog which guides and invites meaningful conversations about gender, race, class and sexual orientation to build our equity literacy. Equity literacy refers to the knowledge and skills that enable us to recognize and redress conditions that deny some people access to opportunities based on identity. Through the sharing of our own stories and a deeper reflection on generationally passed bias, participants will focus on building language and understanding around power and privilege and allied behavior and learn to practice strong dialog principles to better serve our learning communities in highly respectful and empathetic ways.

Educational Objectives:

1. Understand the meaning of equity literacy
2. Develop the art of dialog which guides and invites meaningful conversations about gender, race, class and sexual orientation to build our equity literacy.
3. Acquire the knowledge and skills that enable us to recognize and redress conditions that deny some people access to opportunities based on identity.
4. Understand the impact of generationally passed bias
5. Learn to practice strong dialog principles to better serve our learning communities in highly respectful and empathetic ways.

Speaker Bio

Tarah Fleming is a long-time educator, keynote speaker and lead facilitator on topics of equity literacy, early childhood anti-bias education and the dynamics of power, privilege and anti-racism. With over 30 years of national and international experience in education, and identifying as a San Francisco born, white, cisgender, heterosexual mother of mixed heritage teenagers, she brings a unique perspective on allied behavior and a devotion to work as a change agent in multiple solidarity movements. She was the Education Director at Our Family Coalition (OFC) working with LGBTQ families, and formerly, the Co-Director for iPride; an organization dedicated to mixed heritage and multiethnic families. She co-founded the high school student component for the White Privilege Conference (WPC), and was the first white ally to serve on the local board for People of Color in Independent Schools (POCIS). She helped to develop, and is a certified trainer for, the nationally recognized K-5 curriculum *Welcoming Schools* and contributed articles to the world renown early childhood curriculum *Anti-Bias Education for Young Children and Ourselves*. She continues in her consulting and coaching practice *Start Dialog* providing personal and professional support for educators and activists, group dialog facilitation, and real, systemic organizational change.