

# Experiences with Racism: Narratives from Black Educators

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# Context of Study

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- ❖ **Existing literature regarding educators' experiences with microaggressions and racial bias.**
- ❖ **The framework for study is the Critical Race Theory (CRT).**



# Research Questions

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❖ **RQ1: What are the experiences of K-12 teachers with embedded racial bias that may affect professional practices as an educator?**

❖ **RQ2: How have those experiences with racism affected relationships with students, other teachers, parents, and administrators?**



# Purpose

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- ❖ **To explore and investigate the professional experiences of educators with racism in school cultures and the way those experiences with embedded racism in school cultures shaped their professional practices.**
- ❖ **We expect the results to contribute to teacher preparation programs on race relations and professional development.**



# Method

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- ❖ **Using a narrative inquiry research design, stories black educators who have experienced embedded racism in their schools were collected and analyzed.**
- ❖ **The population for this study is K-12 black educators. The sample are K-12 black educators who identify as having experienced embedded racism in their school culture.**
- ❖ **Permission was obtained to recruit participants from the members of a closed Facebook group, *Black Educators Rock*. Criteria for participation are that the person must be a K-12 African-American teacher who has had personal experience with racial bias in school cultures and is willing to share his or her experiences with embedded racism and how it may have affected his or her professional practices.**
- ❖ **Data was collected through recorded telephone interviews.**



# Analysis & Results

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❖ **Data analyzed using Dedoose software.**

❖ **Demographics & background of participants.**



❖ **Results:**

- **Determination**
- **Misunderstood**
- **Refuse to conform**
- **Stereotyping**
- **Treated differently**
- **Undervalued**
- **Unfair treatment**
- **Ignored/overlooked**

# Discussion & conclusions

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- ❖ **Themes**
- ❖ **Effect of Bias**
- ❖ **Challenges**

