We embrace our responsibility to provide a quality public education to all students. We know that our schools can be safe havens for our students. Most of our students are youth of color, and we know that unions have long been a part of movements challenging institutional racism.

**Why Should We Become Active?**

Countless young people, especially young Black and Latino men and women, have been the victims of police brutality and other forms of institutional racism in our communities and around the country.

We must take a stand with our communities!

1. **End Police Brutality**

   **Ezell Ford**
   
   South LA resident shot several times after an alleged “investigative stop”

2. **Full Staffing, Resources, and Training to Have Effective Implementation of Restorative Justice and Positive Behavior Support**

   **Tamir Rice**

   Killed by police officers within seconds of initial encounter

3. **Reimagine School Policing and Support Schools with Additional Health Personnel and Wrap Around Services**

   "Education Under Arrest" [link]
What about Black Lives Matter?

Black Lives Matter (BLM) is a national organization that is chapter based. Individual chapters work to enact change in their communities, utilizing the methods most effective for them.

An Overview of Black Lives Matter guiding principles:

Diversity- committed to acknowledging, respecting and celebrating differences.

Restorative Justice- committed to collectively, lovingly and courageously working vigorously for freedom and justice for Black people, and by extension, all people.

Globalism- we see ourselves as part of the global Black family and we are aware of the different ways we are impacted or privileged as Black folk who exist in different parts of the world.

Black Women- committed to building a Black women-affirming space free from sexism, misogyny, and male-centeredness.

Collective Value- we are guided by the fact all Black lives are of value.

Black Family- committed to making our spaces family-friendly and enabling parents to fully participate with their children. We are committed to dismantling the patriarchal practices which keep Black women silent.

Queer & Transgender affirming- we are committed to embracing and making space for transgender brothers and sisters to participate and lead.

Black Villages- we are committed to disrupting the Western-prescribed nuclear family structure requirement by supporting each other as extended families and “villages” that collectively care for one another.

Empathy- we are committed to practicing empathy; we engage comrades with the intent to learn about and connect with their contexts.

Intergenerational- we are committed to fostering an intergenerational and communal network free from ageism. We believe that all people, regardless of age, show up with capacity to lead and learn.

Loving Engagement- we are committed to embodying and practicing justice, liberation, and peace in our engagements with one another.

Unapologetically Black- to love and desire freedom and justice for ourselves is a necessary prerequisite for wanting the same for others.

http://blacklivesmatter.com

SCHOOL-TO-PRISON PIPELINE

This phrase refers to the specific policies and practices that can push at-risk children out of classrooms and into the juvenile criminal system. Source: https://www.aclu.org/issues/juvenile-justice/school-prison-pipeline

School environments often fail to provide support for children who are suffering from a multitude of trauma-based issues.

Zero tolerance and other punitive school disciplinary policies often impose severe punishment regardless of circumstances. For example, students have been suspended and expelled for having nail clippers and similar items.

Overly punitive responses can result from schools using police officers in place of specifically-trained health and human service professionals and mental health professionals.

Additional resources include: "A Teacher’s Guide to Rerouting the Pipeline" http://www.tolerance.org/sites/default/files/general/Rerouting_the_Pipeline.pdf

http://www.yesmagazine.org/issues/education-uprising/where-dignity-is-part-of-the-school-day


https://www.youtube.com/watch?v=yPP2MQpJcBE
A Conversation for Educators on Institutional Racism, Police Brutality, and the School-to-Prison Pipeline

Using “The Importance of the Black Lives Matter Movement” flyer distributed at your UTLA Area meeting

1. Set a time for a lunch or after school meeting to discuss the informational flyer with your chapter. Put the flyer in members' boxes a few days before the meeting with a note about the meeting time and place (sample meeting announcement below). Encourage members to read the flyer and bring their thoughts to the meeting.

2. Suggestions for discussion at the meeting:
   a) What ideas or facts from the flyer stand out most for you?
   b) What examples of the school-to-prison pipeline, or of racially-discriminatory treatment by police or other institutions have we heard about or experienced recently?
   c) How do we think these issues affect our students?
   d) What is the role of educators?

3. What can we do?
The chapter can discuss the following and also brainstorm ideas that are specific to your chapter:
   a) Share the informational flyer and educate colleagues, family members, parents and others who aren't at this meeting today.
   b) Join the upcoming UTLA actions in support of this movement.
   c) Reach out to organizations in your community that are working on these issues, such as Black Lives Matter-LA, California Conference for Equity and Justice, Homies Unidos, Labor/Community Strategy Center, Schools LA Students Deserve Grassroots Coalition, Union del Barrio, and Youth Justice Coalition.
   d) Discuss what challenging the School-to-Prison Pipeline would look like at your school -- and what kind of support and resources you would need to do this.
   e) Discuss this movement with your students in a way that is developmentally-appropriate. Send student quotes to #studentsnotsuspects.

On the back, we have provided some points to help address questions that members may have.

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UTLA Chapter Meeting

Date:

Time:

Location:

We hope to see you there!
Talking Points for Frequently Asked Questions

The following video provides an introduction to the Black Lives Matter movement: http://bitly.com/BLMvideo

Q: Why is the movement using the slogan "Black Lives Matter" instead of "All Lives Matter"?

A: “Black Lives Matter” is an important statement of affirmation for Black and African-American people. We see such a devaluation of Black lives in this society that we need to remind ourselves and others of this value. It is not a devaluation of any other group or culture.

Q: Why is UTLA involving itself in this issue?

A: UTLA is taking up this issue because it is the reality many of our students are living. We must connect with the struggles of their daily lives. Black Lives Matter is an important movement that merits our attention and active support.

Q: What about the racism that is affecting other groups of people?

A: We must support each other to dismantle institutional racism. Our freedom is linked. UTLA is also taking action to oppose other injustices. For example, we recently issued a statement condemning ICE raids, and we were among the organizations supporting the LAUSD School Board to do the same.