

Humanizing Education Workshop



True compassion is
more than flinging
a coin to a beggar.
It comes to see
that an edifice
which produces
beggars needs
restructuring."

Rev. Dr. Martin Luther King, Jr.

Hello!

I am Toney Salter (She/Her)

I am here because I believe in us
and the infinite hope of
Humanity. You can find me on
LinkedIn @Tonette Salter





Setting the Tone

Where are you right now? How do I
keep you connected and engaged?





Outcomes

Workshop Outcomes

Educator and Student - Identify key aspects in student–teacher connectedness that are common

Educator - Self-assess practices more effectively by thinking in terms of humanizing education

Educator and Student - Actively pursue a path toward “mutual humanization” educator and student, student and educator

Educator and Student – Learn the power of reflection –using I feel or will statements

Attendee Expected Outcomes



Breakout Sessions Culture

Each breakout session will be 8 to 20 minutes

Breakout sessions is to allow:

- Community building and support
- Sharing of diverse viewpoints and contexts and skills
- Practice applying concepts of humanizing

Quickly introduce yourself

One spokesperson per group captures the group responses with the google slide or take notes



Breakout Session 1 - 8 mins

- Community building and support
Quickly introduce yourself

Using the self care rating scale, share your rating with your group and collectively rate where your group is at in this virtual space. Be ready to share:)

→ One spokesperson per group capture the group responses to google slide or capture responses to report out



Introduce
yourself and
share your
self care
rating?

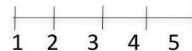
SELF CARE RATING SCALE

According to Virginia Satir, there are 8 domains of the self that need care. Rate yourself on each domain; 1= needs work, 5= excellent form. Anything less than a 3 needs attention. Jot down plans for self care (examples provided).



Laveldanaylor.wordpress.com

Intellectual



Stimulate the brain, engage the mind

(e.g., read, play games, introspect, learn, debate)

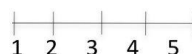
Interactional



Socialize with responsive others

(e.g., special dinner, family visit, date night, social network)

Emotional



Enhance and explore emotions

(e.g., watch funny/sad movie, comedy club, enjoy art)

Nutritional



Improve nutritional intake

(e.g., watch calories, reduce sugar, or eat something new)

Sensual



Get in touch with your sexuality and senses

(e.g., light candles, play music, dress differently, massage, orgasm)

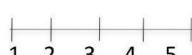
Spiritual



Feed your 'soul' (not necessarily religious)

(e.g., meditate, sing, dance, nature walk, create something)

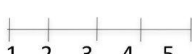
Physical



Challenge and care for your body

(e.g., exercise, dance, garden, take a class, rest or sleep)

Contextual



Improve or change your environment

(e.g., clean, repair, plant, or change something, visit somewhere)



Human Rights

Day 1 of 10



What are
human rights?

POLL TIME

Basics

Add



1-15 Human Rights

All human beings are free and equal
No discrimination
Right to life
No Slavery
No torture and inhuman treatment
Same right to use law
Equal before the law
Right to be treated fair by court
No unfair detainment
Right to trial
Innocent until proven guilty
Right to privacy
Freedom to movement and residence
Right to asylum
Right to nationality

15-30 Human Rights

Right to marry and have family
Right to own things
Freedom of thought and religion
Freedom of opinion and expression
Right to assemble
Right to democracy
Right to social security
Right to work
Right to rest and holiday
Right of social service
Right to education
Right to cultural and art
Freedom around of the world
Subject to Law
Human rights can not be taken away

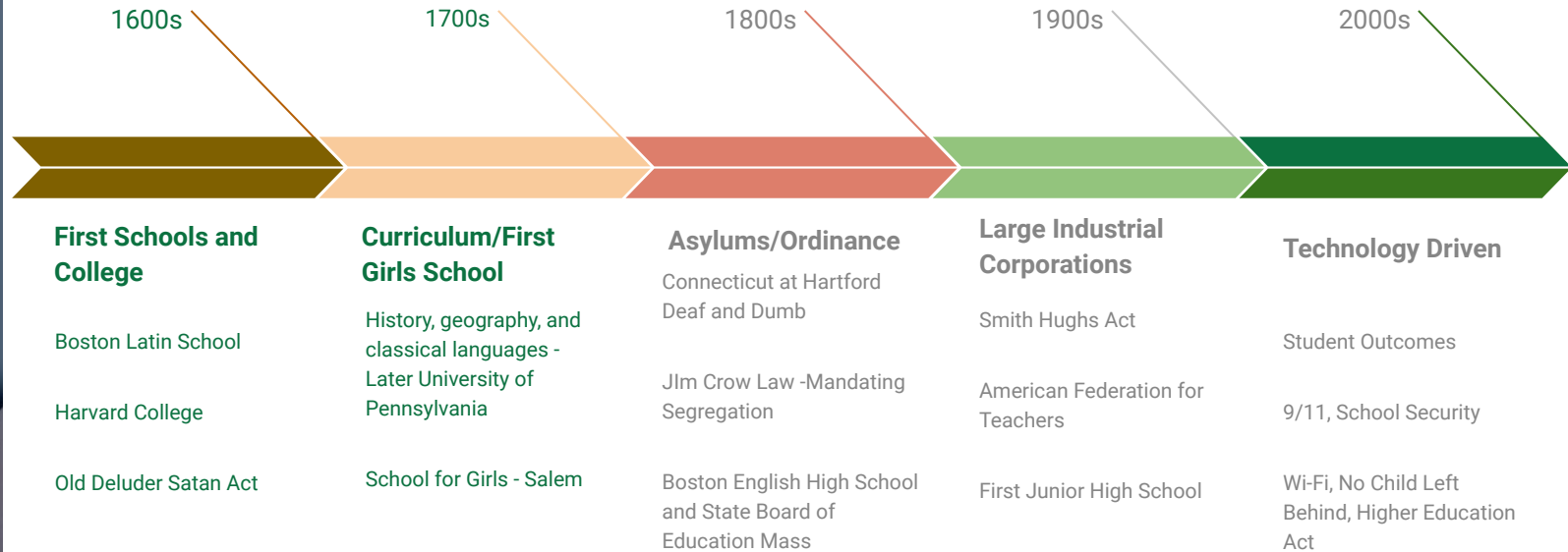


Speaking Truth - Education



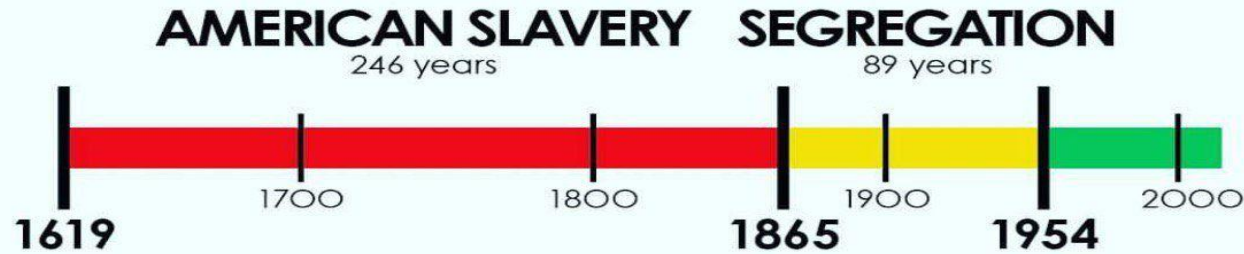
Were human rights considered?

TIMELINE



Black or African American

Treaty of Guadalupe Hidalgo in 1848, which marked the end of the Mexican-American War, handed 55 percent of Mexico's territory to the United States.



Simultaneously - Genocidal in wars against Native Americans from the 1600s to the 1900s,

INDIGENOUS



LATINOS /HISPANICS

2019 U.S. Census Bureau report

70.5% of Hispanics in comparison to 93.3 percent non-Hispanic whites had a high school diploma or higher.

17.6 % of Hispanics in comparison to 36.9 percent of non-Hispanic whites had a bachelor's degree or higher

Racism

Implicit
forms of
Racism

Systemic

Continuous discrimination that originated from racist principles and/or practices

Institutional

Policies or behaviors that are intended or indirectly intend to discriminate against BIPOC, LGBTQ, special populations

Structural

Cultural values in society that are in daily life are seen as “just the way things are”

Group Discussion - Dive a little deeper

Was everyone's human rights considered in access and opportunities in looking from the early origins of education? And if not, what may be reason of exclusion.

If yes, what may be reasons for inclusion?

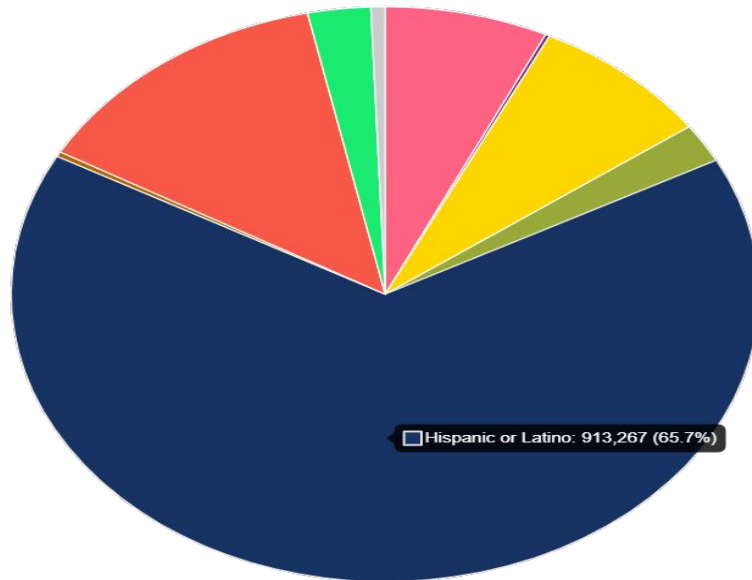
Pause

REFLECTION



Enrollment 2021

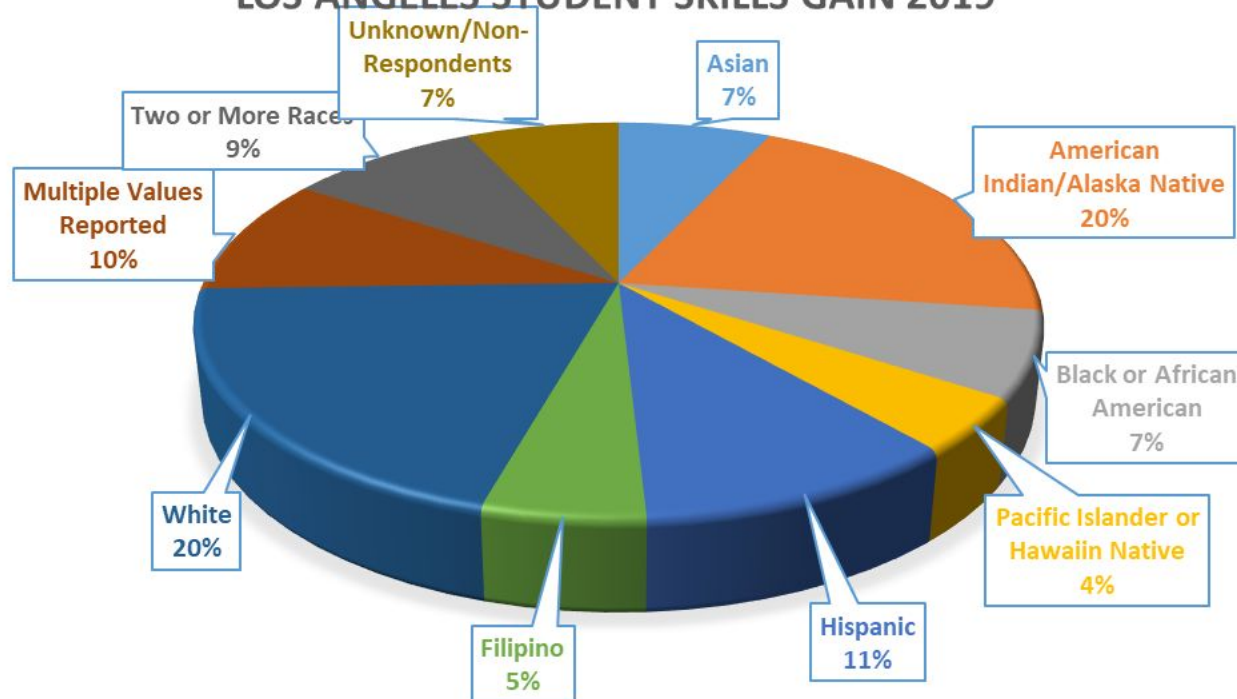
African American American Indian or Alaska Native Asian Filipino
Hispanic or Latino Pacific Islander White Two or More Races
Not Reported





Enrollment 2021

LOS ANGELES STUDENT SKILLS GAIN 2019





Policies and Contracts

Attendance
Student Code of Conduct
Dress Code
Cell Phones
Student Clubs and Athletics
Academic Dishonesty
Absenteeism
Syllabus

Department Chair and
Evaluation
Recruiting Policies
Board of Trustees
Non Discrimination
Disciplinary
Expulsion
Curriculum Development



Race Conscious Policies



POLL TIME



Devaluing and Overvaluing - Judgemental Reactions

Devaluing -
Response

Less impressive,
deserving of
respect or worth

Overvaluing -
Response

Value something or
someone to high

Value - State

A person principles, standards
or behaviors, consideration of
something or someone as
beneficial or worthy

We end up “hustling for our worth”, Brene Brown



Breakout Session 2 - 15 mins

Breakout session to allow:

- Sharing of diverse viewpoints, contexts, and skills

Choose a policy

How might the policy be of value to BIPOC, LGBTQ+, faculty/staff?

How might the policy devalues BIPOC, LGBTQ+, faculty/staff?

How might the policy be overvalued?

⇒ One person per group add responses to google slide or capture responses to report out



Humanistic

Is knowledge and feeling a part of the learning process?

Do we need to be in a positive emotional state to be our best selves?

Has education lost some humane aspects?



WHY

Education is important, because it has a **significant influence** on **personal** and **social development and growth**.

Emotion and learning are positively connected.

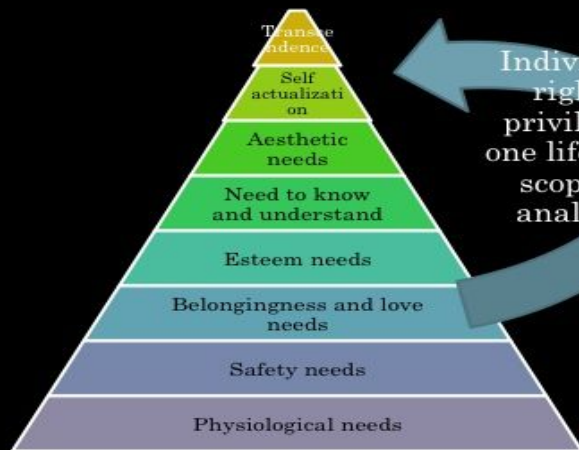
HUMANIZING



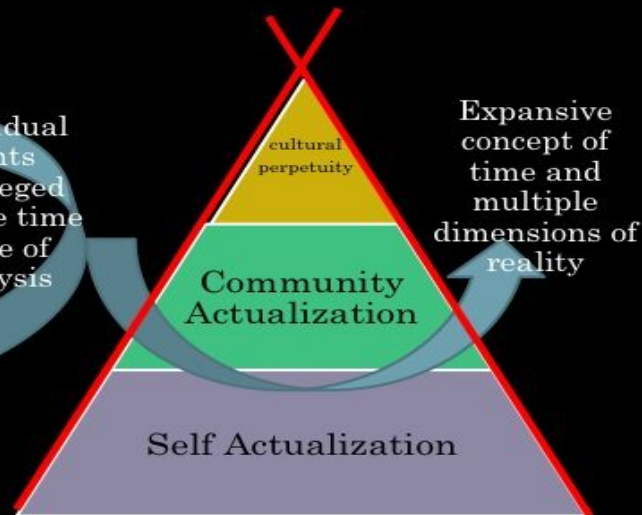
Existence of Human

MASLOW'S HIERARCHY OF NEEDS (INFORMED BY BLACKFOOT NATION (ALTA))

Western Perspective



First Nations Perspective



Huitt, 2004; Blackstock, 2008; Wadsworth,



Humanistic

Humanistic Theory Early 1900s
Pioneers Abraham Maslow, Carl Rogers

- Humans are good at the core
- Education should focus on the whole being
- The human knows their learning style

Approach engages feelings, intellect, self esteem goals, practical and social skills.



Humanistic

Carl Rogers, Person centered theory

- Actualizing tendency -choices, creativity, and self-actualization
- Empathy – The ~~therapist~~ individuals need not agree with the ~~client~~ teacher or student but does need to express genuine understanding.

According to Rogers, people we come in contact with nurture our growth by being genuine.

Being genuine is being open with one's own feelings, dropping one's facades, and being transparent and self-disclosing.



WHY





Empathy versus Sympathy



POLL TIME

Group Discussion - Dive a little deeper
How do you show empathy?
When empathy is shown to you versus sympathy,
what is your emotional response?
What happens when you give empathy?

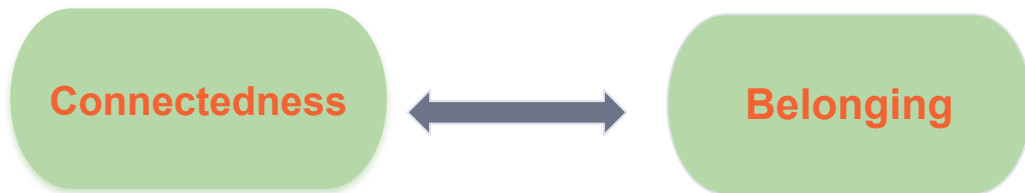
Pause

REFLECTION



Humanistic

Empathy is **connecting** through shared feelings and emotions



Student, Educator... I feel seen, heard, and understood. I feel a **sense of belonging**



Humanizing

The lens of humanizing education defines teaching as a process and a vision for life in schools and beyond -- not only for students, but also for ourselves (Price, 2014)



Humanizing

Where are you right now? How are you connected and engaged?

Connectedness



Belonging

Engagement



Humanizing

Lived Experiences

Connections

Common Lived Experiences



Mutual Huminzation



What occurs when the instruction is the expression of consciousness of student and teacher?

Does empathy spark **compassion** - to be deliberate?



Mutual Humanization

Paul Freire 1970- Humanizing
Pedagogy Experiences

Values
Critical Consciousness

Lived Experiences



Mutual Humanization



One facet of mutual humanization is true generosity is that the educator working for freedom and humanization must work *with* students, with confidence in their own critical consciousness- Paul Freiere



Breakout Session 3

REFLECTION - 15 mins

Breakout session to allow:

- Practice applying concepts of humanizing
- Choose a policy or contract - review the document

Using I will statements, If needed. How will you change the bullet, statement to reflect humanizing to value BIPOC and LGBTQ Students?

Collect groups I will change statements...



One person per group add responses to google slide or capture responses to report out

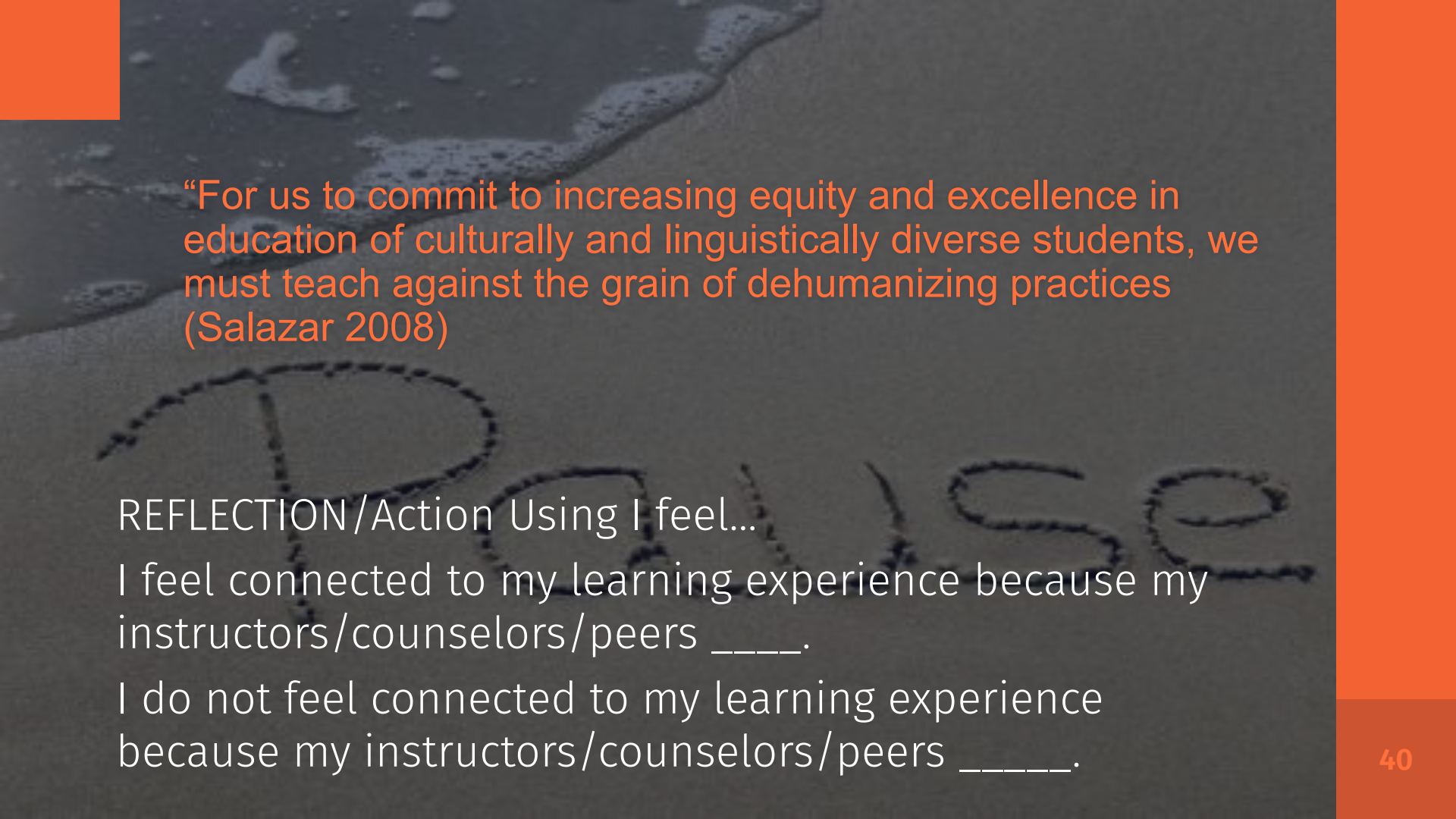


RECAP

Origins of Education
Emotional Responses: Devalue, Overvalue
Implicit Racism
Race conscious policies
Implicit racism
Self-Actualization Hierarchy Needs and Blackfoot Tribe
Emotional Intelligence
Humanistic Theory - Maslow, and Carl Rogers
Humanizing education, Why?
Empathy Versus Sympathy
Connectedness and belonging
Lived experiences
I would change statements



MUTUAL HUMANIZATION Co-investigators and contributors in dialogue with instructors and students to create an authentic learning experience for each other.



“For us to commit to increasing equity and excellence in education of culturally and linguistically diverse students, we must teach against the grain of dehumanizing practices (Salazar 2008)

REFLECTION/Action Using I feel...

I feel connected to my learning experience because my instructors/counselors/peers ____.

I do not feel connected to my learning experience because my instructors/counselors/peers ____.

Thank You!

Any questions?

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