Online, Self-paced

The deaths of Ahmaud Arbery, Breonna Taylor and George Floyd as well as countless other Black Americans have tragically shown the racial divisions that persist in the U.S. The systemic and institutional racism underlying violence toward Black people and relegating them to generations of poverty permeates every facet of American society, including the educational system. Educators have long believed education is the path toward breaking the cycle of racism. Although progress has been made in many school districts, there is still much work to be done. All educators have an obligation to end racism, bias and create systemic change.

School counselors have an ethical obligation to serve as advocates, leaders, collaborators and consultants who create systemic change by providing equitable educational access and success by connecting their school counseling programs to the district's mission and improvement plans. Through this work, school counselors have a unique opportunity to be an important part of the solution for change.

After completing this course, you should be able to:

: Self-reflection & personal bias
- o Identify and acknowledge personal limitations and biases, and articulate how they may affect your work as a school counselor
- o Identify those around you who affect your personal bias
- o Complete a self-reflection and personal bias assessment
  : The role of the school counselor
- o Identify the role of the school counselor in implementing systemic change through the framework of the ASCA National Model
- o Contemplate the role of the school counselor as it exists within your school and/or district
- o Demonstrate your belief that all students have the ability to learn by advocating for an education system that provides optimal learning environments for all students

- Collaborate with administrators, teachers and other staff in the school and district to create systemic change
- Explain the need for multicultural education in K–12 schools
    : Systemic change through the ASCA National Model
- Act as a systems change agent to create an environment promoting and supporting student success
- Use data to identify how school, district and state educational policies, procedures and practices support and/or impede student success
- Use data to demonstrate a need for systemic change in areas such as course enrollment patterns; equity and access; and achievement, opportunity and/or information gaps
- Develop and implement a plan to address personal and/or institutional resistance to change that better supports student success
- Discuss ways systemic racism manifests in schools
- Evaluate and assess the current systems in your school
- Promote equity and access for all students
- Identify the knowledge, skills and attitudes needed to address systemic barriers and mitigate racism in schools.

ASCA Webinar: Cross-cultural Counseling: Understand Bias and Practice Humility	1
Citizenship and Social Justice: "11-Step Guide to Understanding Race, Racism, and White Privilege"	2
Harvard's Project Implicit Association Test—Select the Race Option	0.5
TEDx Talks Podcast: Understanding My Privilege- Sue Borrego	0.2
Culturally Responsive Education (CRE Hub): Stories of Culturally Responsive Education	0.5
Association of Educational Service Areas (ASCD): How to Be an Antiracist Educator	0.25
National Association of School Psychologists (NASP): Understanding Race and Privilege	0.5
ASCA@Home Session: Changing Your Approach to Equity	0.75

| A short comic gives the simplest, most perfect explanation of privilege I've ever seen | 0.15 |

ASCA@Home Session: Proactive School Counseling After a Major Racial Incident	0.75
ASCA@Home Session: Equity in Action	0.75
ASCA Webinar: Engage Staff on Issue of Race Through Book Study	1
ASCA Webinar: Interrupting Racism: Race and Equity in Your Program	1
ASCA Webinar: Support Underrepresented Students' Academic Rigor	1
ASCA Webinar: Address Students' Race Based Trauma	1
Association of Educational Service Areas (ASCD): Continuum on Becoming an Anti-Racist Multicultural Organization	0.25

Association of Educational Service Areas (ASCD): Why We Can't Afford Whitewashed Social-Emotional5reW*n8eW*nBT/F2 11.04 Tf1 0o1 0ASCD