

The Dr. Logan Consulting N-Word Intervention Project

Unpacking the N-Word

PROGRAM OFFERINGS

Prepared for Pre-K – 12th grade Administrators, Teachers, Staff, Students, and Families

Situational Overview

When an incident occurs in which “the N-Word” has been evoked, and/or other painful exchanges have been made, it profoundly impacts not only the people directly involved in the exchange, but the entire community. Leaders and stakeholders must navigate pain, outrage, defensiveness, defiance, refusal to engage, as well as the potential of becoming the focus of an embroiled and turbulent community and/or national discourse. This is because the N-Word is indicative of deeper issues than just the word itself.

Often, usage of the N-Word (and the subsequent tendency to solely focus on the incident where it was used) becomes a diversion from examining these real issues. These issues are deeply entrenched and complex, and often lead to avoidance and confusion, with little opportunity to engage in healthy constructive dialogue.

However, experience has taught us that situations involving the N-word provide an opportunity for learning, healing, and growth. With empathy, intentionality, and inclusive and constructive discussion, incidents involving the N-Word —when handled appropriately—present teachable moments and learning opportunities for youth and adults alike.

Program Offerings

The Dr. Logan Consulting N-Word Intervention Project is a comprehensive bundle of services and products including curriculum, training, resources, tools, workshops, and presentations to address issues, topics, and situations involving use of the N-Word among youth and in schools. It is aligned with Common Core State Standards and focuses on academic rigor and social-emotional learning.

The program was created with feedback from Pre-K – 12th grade administrators, teachers, staff, parents and caregivers, and students. It utilizes learning standards for speaking and listening that often don’t get assessed. Activities foster community, dialogue, and specific actions to address incidents involving the N-Word and other hate speech. The Project is designed to be implemented in person, virtually, or as a hybrid.

Below is a list of services and products for tailoring a program for your community.

	Services	Description / Learning Outcomes
1	District Leadership Orientation	<ul style="list-style-type: none"> ➤ Develop a cohesive school vision/theory of action, a strong rationale for and strategy of antiracism education, adult learning experiences, and resources to address issues related to the N-Word. ➤ Bolster capacity to implement a district- or school-wide comprehensive program. ➤ Develop cultural competence of stakeholders to be appropriately reactive and proactive as needed and engage in culturally relevant dialogue about the N-Word respective of diverse school communities.
2	Teachers & Staff Inservice	<ul style="list-style-type: none"> ➤ Examine the N-Word and situations involving its usage through using the C.H.I.L.L. Model. ➤ Develop action plans and resources for creating, developing, and sustaining a school culture and climate of antiracism as it pertains to the N-word and other forms of hate speech. ➤ Acquire additional tools for responding to N-Word incidents.
3	Teacher & Staff Coaching	<ul style="list-style-type: none"> ➤ Student-facing program implementation planning for grade level differentiation. ➤ Ongoing staff training for grade level implementation. ➤ Support for trouble shooting and problem-solving incidents and situations involving race, racism, and the N-Word.
4	Parent & Caregiver Seminar	<ul style="list-style-type: none"> ➤ Examine the N-Word and situations involving its usage through using the C.H.I.L.L. Model. ➤ Participate in culturally relevant conversation and learn culturally relevant responses to incidents involving usage of the N-Word. ➤ Acquire tools and resources for engaging with N-Word incidents and making learning opportunities for children and adults. ➤ Learn what schools are utilizing to address issues related to the N-Word and other forms of racism.
5	Student Interactive Workshops	<ul style="list-style-type: none"> ➤ Examine the N-Word and situations involving its usage through using the C.H.I.L.L. Model.

		<ul style="list-style-type: none"> ➤ Students participate in engaging activities that cater to various learning styles and participate in frank discussion about the N-Word. ➤ Students learn about the power of language, hate speech, appropriation, identity, the appropriateness, or inappropriateness of using the N-Word, and more. ➤ Help students experience your school community's commitment to creating a culture and climate of antiracism.
6	Racial Healing Circles	<ul style="list-style-type: none"> ➤ For people to tell their stories and listen deeply to the stories of others in confidential and compassionate spaces, building community, consciousness, empathy, and authentic relationships. ➤ Learn from courageous dialogue, communal wisdom, and lived experiences of others. ➤ Explore one's racial identity, the role of race and racism in society, and the ways we can collectively live antiracist lives. ➤ Engage in safe spaces to process and heal – individually and collectively - from the trauma, pain, and cruelties inflicted by racism on people of all races.
7	Community Seminar	<ul style="list-style-type: none"> ➤ Bolster capacity and cultural competence for having culturally grounded conversation about the N-Word and incidents involving usage of the N-Word among diverse groups of people. ➤ Engage in reflective and frank discussion about the N-Word while grappling with real issues and questions of the power of language, hate speech, appropriation, identity, the appropriateness, or inappropriateness of using the N-Word, and more. ➤ Gain a better understanding of how to respond to and prevent incidents where the N-Word is used by adults and youth in school, the community, and when dealing with peers. ➤ Learn what schools are utilizing to address issues related to the N-Word and other forms of racism.

	Products	Description
1	Educators Curriculum & Resource Guide	<ul style="list-style-type: none"> ➤ Curriculum comprised of age and developmentally appropriate lesson plans focused on cognitive rigor, social-emotional learning, and aligned with Common Core State Standards. ➤ Resources and tools for adults and children on learning, teaching about, responding to, and learning from the N-Word. Includes video clips, online resources, and printed materials based on the history of the N-Word, racism, white supremacy, the power of language, and context. ➤ Lesson plans for grades: <ul style="list-style-type: none"> ▪ <u>Pre-K – K</u> <ul style="list-style-type: none"> ○ Our Skin We’re In ○ Melanin ○ Exploration of Feelings and Emotions ▪ <u>K – 1st</u> <ul style="list-style-type: none"> ○ Kind Words vs. Ouch Words ○ An Introduction to Racism ▪ <u>2nd – 3rd</u> <ul style="list-style-type: none"> ○ Appreciating Diversity and Difference ○ The Power of Words ▪ <u>3rd – 5th</u> <ul style="list-style-type: none"> ○ Ruth and the Green Book ○ Words that Hurt and Words that Heal ▪ <u>6th – 8th</u> <ul style="list-style-type: none"> ○ Exploring, Equity, Inclusion, Diversity, and Social Justice ○ Hurtful Words and Images ▪ <u>9th – 12th</u> <ul style="list-style-type: none"> ○ Understanding Identity and the Power of Naming ○ Exploring the N-word – Past and Present Concerns. ○ Unpacking Race and Racism
2	Supplemental Resources	<ul style="list-style-type: none"> ➤ The C.H.I.L.L. Model: a tool for analyzing, understanding, and engaging with the N-word. ➤ A self-assessment tool: familiarity with the N-Word and one’s ability and confidence to address it. ➤ A Brief Guide for Discussing the N-Word with Children. ➤ Mistakes Adults Make When Children Use the N-word. ➤ What To Do and Not Do When Confronting Usage of the N-Word. ➤ Case Studies of Various Incidents Involving the N-Word.

		<ul style="list-style-type: none">➤ Action Plan for Individuals or Teams: a detailed strategy outlining actions needed to develop cultural competence related to the N-Word.➤ And more.
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