Anton Treuer

Transformative Teaching:
How to Infuse Equity Tools in Your Classroom Teaching

http://antontreuer.com
Tom Stillday

All you people who study Indians, study that!

http://antontreuer.com
My Ancestors

http://antontreuer.com
9. Bena

Bena’s 400+ residents have an average per capita income of $8,693 and an average household income of $24,167.
Margaret Treuer
My Food

http://antontreuer.com
My Place

http://antontreuer.com
Foods Natives Shared with World

- Corn
- Potato
- Tomato
- Avocado
- Strawberries, blueberries, raspberries, blackberries
- Sunflower, peanut, pecan
- Quinoa
- Beans
- Sweet potato
- Chocolate, vanilla, maple syrup
- Squash, pumpkin
- Turkey, bison
I’m Not Alone
Seminole, Texas
August 2014

Navajo Kindergartner Sent Home First Day of School For Having Long Hair
📅 August 28, 2014

http://antontreuer.com
Maang & Ajijaak

http://antontreuer.com
**REALITY**
One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

**EQUALITY**
The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

**EQUITY**
Everyone gets the support they need, which produces equity.

**JUSTICE**
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
EQUAL RIGHTS FOR OTHERS DOES NOT MEAN LESS RIGHTS FOR YOU. IT'S NOT PIE.
We all do better when we ALL do better.

Paul Wellstone

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What do you know about Indians?
• What was the indigenous population of North America at the time of Columbus?
• What was the indigenous population in 1970?
• How many federally recognized tribes are there?
• How many treaties were made with native nations?
• How many were kept unbroken?

http://antontreuer.com
1. What was the indigenous population of North America at the time of Columbus?  
2. What was the indigenous population in 1970?  
3. How many federally recognized tribes are there?  
4. How many treaties were made with native nations?  
5. How many were kept unbroken?

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>What was the indigenous population of North America at the time of Columbus?</td>
<td>100 million</td>
</tr>
<tr>
<td>What was the indigenous population in 1970?</td>
<td>300,000</td>
</tr>
<tr>
<td>How many federally recognized tribes are there?</td>
<td>574</td>
</tr>
<tr>
<td>How many treaties were made with native nations?</td>
<td>403</td>
</tr>
<tr>
<td>How many were kept unbroken?</td>
<td>0</td>
</tr>
</tbody>
</table>
“We cannot teach what we do not know and we cannot lead where we won’t go.”

Malcolm X
Indians. We are so often imagined but so infrequently well understood.
RAT PARK

BY STUART MCMILLEN

http://antontreuer.com
“Everybody is a genius. But, if you judge a fish by its ability to climb a tree, it will spend its whole life believing that it is stupid”. Albert Einstein
Curricular development Process

1. How do we engage “other” cultures?

2. My view

3. My partner’s view

Dyad: practice deep listening

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Process Questions

Curricular Process
• Do you have one?
• Is there representation from POC & Indigenous?
• Are materials evaluated for racism?
• Do we enter “multicultural” space? Or do we stay with white comfort?
• Do we go beyond food, festivals and fun re culture?

Training
• Do you get enough?
• Right kind?
• Is the team aware of how race intersects with learning styles?
• How about cultural rules for learning?
Bemidji State University
Land Acknowledgement

We acknowledge that Bemidji State University is located on land and water that is the current and ancestral homeland of the Ojibwe and Dakota. We acknowledge the painful history of genocide, forced assimilation, and efforts to alienate the Indigenous inhabitants from their territory here. We honor and respect the many diverse Indigenous peoples still connected to this land, retained tribal sovereignty, treaty rights, and cultural resilience. Indigenous people are spiritual and physical caretakers of this land to which we all belong. Bemidji State University respects these sacred lands, stands with the community members from these Nations, and will fight injustice in all its forms.
The Higher Ed Toolbox
Relationships Matter

4 Faculty Requests

• Learn all student names
• Meet each student by week 2
• Tell each student about support on campus
• Ask yourself of each decision, “does this affect student learning”

Impact at Sacramento City CC

• Students earning C or better went from 62% to 85%

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Opportunity Gap

Top 3 Barriers
- Financial
- Academic preparedness
- Cultural disassociation
Financial Solutions

- Scholarships for 100% of need
- Short term loan programs
- Book purchase programs
- Technological barriers
- Jobs & internships
- Programs that train for the jobs of tomorrow
Academic Preparedness

- High school partnerships
- Tribal college connections
- Academic support
- Peer tutor and peer mentor programs

- Meet the challenge, don’t change the rules
Cultural Disassociation

• Dedicated native staff
• Culture Centers
• Curriculum & classes
• Student organizations
• Elders-in-Residence
Employment Practices

• Affirmative Action
• All advertised positions require demonstration of cultural competence
• Onboarding & offboarding
• Professional development
Curricular practices

- Diversity in the curriculum
- Diversity liaison in academic affairs
Student Environments

• Recruitment
• Retention
• Student & residential life
Random Acts of Equity v. Culture of Inclusion

• Tolerance is not enough
• Fear, complacency, or being too darn busy causes damage
• We must challenge ourselves and our institutions to evolve rapidly
Expanding Approach: Expeditionary Model
Expeditionary Model

• No passive learning
• Teacher not required to be “expert”
• Teacher = learning coach
• Kids exhibit knowledge

http://antontreuer.com
Expanding Design:
Integrated Curriculum
Waadookodaading Ojibwe Language Institute

Health
Science
Math
Geometry
History
Social Studies

http://antontreuer.com
Do and Don’t

• Do bring in multiple perspectives
• Do allow students to share their perspectives
• Do be sensitive to different cultural learning traits

• Don’t expect them to resonate
• Don’t make students be your content resource
• Don’t assume students will exhibit defined cultural traits
On History

Indians have history but we are not just a piece of history.

We are not past tense.
We are alive.
We are still here.

We have living languages and cultures.

We are ancient AND modern.

We are 10,000+ years of human history STILL in the making.

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The Cultural Toolbox
There are but two lasting bequests we can hope to give our children—the first of these is roots, the other, wings.

—Hodding Carter
Aapaakoziigan

http://antontreuer.com
Coming of Age

Sequester

First Kill

http://antontreuer.com
The Breath of the Bear
American Values
• Materialism
• Individualism
• Competition

Indigenous Values
• Communalism
• Collaboration
• Consensus
Educating Indians
“Our goal is to kill the Indian in order to save the man.” —Pratt

Indian Boarding Schools

http://antontreuer.com
Carlisle
Tom Torlino (Navajo)
January 2014
Ottawa, Canada

Ottawa forced to turn over reports of electric chair use at residential school

http://antontreuer.com
Haskell (Kansas)  Carlisle (Pennsylvania)
Opportunity Gap: Solutions
Mauli

http://antontreuer.com
Tribal Language Medium

Waadookodaading (Hayward, WI)
Niigaane (Bena, MN)
Hawaiians, Maori, Piegan, Mowhawk
Puente de Hózhó

http://antontreuer.com
Expeditionary Model

- No passive learning
- Teacher not required to be “expert”
- Teacher = learning coach
- Kids exhibit knowledge

http://antontreuer.com
KIPP (Knowledge Is Power Program)

• “What you do most you do best”
• 200 instructional days
• Test scores go up three grade levels
• 80% college placement (48% mainstream)
• 80% kids free lunch eligible
• 90% SOC

http://antontreuer.com
Fairness is not given, it is made.

Sobriety
Land Culture
Language
Health
Education
Prosperity

http://antontreuer.com
Every time they tried to bury us they didn’t realize that we were the seeds.
Cultural Continuity in Two Worlds

Education

Not Just From Books

http://antontreuer.com
Nothing can stop an Indian who knows who he or she is.
Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it's the only thing that ever has.