



Paola Gonzalez, 2016

The Second Annual Anne Berry Bonnyman Symposium  
Overcoming Racism And Income Inequity In Our Schools:  
Moving Ahead Together

October 16, 2016

## Welcome to the Second Annual Anne Berry Bonnyman Symposium

# Overcoming Racism And Income Inequity In Our Schools: Moving Ahead Together

### Symposium Mission Statement

The mission of the **Anne Berry Bonnyman Symposium** is to give Trinity Church a living platform for addressing systemic racism in our church and community. We pray that the Symposium will sustain us with courage and strength to take concrete actions towards the creation of an anti-racist environment by presenting public events that promote deep introspection regarding racism and related social justice matters. These events will include various activities to strengthen the resolve and the dedication required to create a community anchored in our deepest Christian beliefs. The Symposium honors the Reverend Anne Berry Bonnyman (ret.) for her active commitment to social justice and the eradication of racism.

### A Note about the Reverend Anne B. Bonnyman

**Anne Berry Bonnyman** served as Rector of Trinity Church from 2006 to 2011. She is now retired and living in Asheville, North Carolina, pursuing a lifelong interest in painting. Anne continues her social justice work by advocating for marginalized Appalachian children and youth in the NC court system as a *Guardian ad Litem*. She also serves on the Board of Trustees of Berea College in Berea, Kentucky. Founded in the 1850s by abolitionists as an inter-racial and co-ed college for the underserved, Berea College continues today as a tuition-free liberal arts college for low-income students from Appalachia.

**About the cover artist:** Paola Gonzalez was the third in her family to participate and excel as a leader in the TEEP program. She is a TEEP alumna and worked for many years as a summer Counselor & CIT Director. She studied sociology at Skidmore College and later moved to Memphis, TN, to work as an art teacher, designer, and print-maker. Her work is deeply rooted in her cultural and linguistic identities and engages the viewer in dialogues about civic engagement, gender equity, and social justice.

**Trinity Church**  
*in the City of Boston*

Copley Square  
206 Clarendon Street  
Boston, Massachusetts 02116-3722



October 16, 2016

Dear Friends,

Thank you for joining us today to learn about the effects of racism and income inequality on students in Boston schools. Together we will hear about successful efforts to address these issues and consider how to take action to provide high quality education for all young people in Boston.

Members of the Symposium Planning and the Trinity Anti-Racism Teams have worked hard to focus the Symposium agenda on important topics of the day. Harsh rhetoric on the campaign trail, violence in the streets, the plight of millions of refugees fleeing from war, and evidence of the growing gap between America's rich and poor have dominated the news. Let us take time today to open our hearts and minds to some other important topics close to home: eliminating the achievement gap between students of color and white students, opening access to high quality schools, achieving systemic change to eliminate racism, and providing resources for low income students to succeed in school.

We pray that the day's conversations will give us a greater understanding of the challenges our children and youth face and inspire us to take action to increase the odds for success for all Boston students.

Faithfully,

A handwritten signature in cursive script that reads "Samuel T. Lloyd III".

The Reverend Samuel T. Lloyd III  
Rector

Lord Jesus Christ, we come before you as a people of God, seeking to join your transforming work in the world. Open our eyes to see the movement of your Spirit. Open our minds to imagine new possibilities. Open our ears to hear the voices of all your children. Open our mouths to speak with honesty and love. Open our hands to share all that we have. Open our hearts to receive all that we need.... Grant us courage to follow where you lead.

THE RT. REV. ALAN M. GATES, BISHOP,  
EPISCOPAL DIOCESE OF MASSACHUSETTS

“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”

DR. MARTIN LUTHER KING, JR.

May judgment of others, bigotry, racism, and intolerance be washed clean from our hearts....  
May this nation be forgiven its transgressions,  
Against the African-American, Native American, and any and all others....  
May the beauty and the greatness of this land burst forth once more in the hearts of its people.

FROM *ILLUMINATA* BY MARIANNE WILLIAMSON



## Speaker and Panelist Biographies



**Priscilla Andrade** became TEEP's third director in January 2016. She received her undergraduate degree in English Literature at Emmanuel College and an MFA for Creative Nonfiction at Emerson College, where she subsequently taught composition and research writing. Priscilla started at TEEP in 2009 as a volunteer English-Language

Arts teacher and then was co-director and director of the ninth grade program. As a Puerto Rican born and raised in southern New Hampshire, Priscilla grew up in a bilingual setting and brings that skill to her work at TEEP.



**Alandra Champion** graduated in 2016 from Tufts University with a BA in International Relations and a BS in Psychology. In 2015 and 2016, Alandra was 8th Grade Head Counselor at TEEP, capping off ten summers spent with the program.



**Dr. Tommy Chang** became the Superintendent of the Boston Public Schools on July 1, 2015. Following a year of research and community outreach, Dr. Chang released a draft of his Strategic Implementation Plan with five priorities: inclusive, rigorous, and culturally/linguistically sustaining instructional program; a highly effective workforce; engaging families and community organiza-

tions; high quality support, customer service and communications; and a sustainable financial system ([www.bostonpublicschools.org/strategicplan2016](http://www.bostonpublicschools.org/strategicplan2016)). Previously, Dr. Chang was Local Instructional Superintendent, Intensive Support and Innovation Center at the Los Angeles Unified School District and special assistant to the Superintendent there. He has been a biology teacher and a founding principal of a charter school. When he was six Dr. Chang immigrated with his family from Taiwan to the U.S. and grew up in Los Angeles.



**Callie Crossley** is the host of *Under the Radar* with Callie Crossley on WGBH Radio. She is also a public speaker and television and radio commentator for national and local programs, including WGBH TV's *Beat the Press* and *Basic Black*, CNN *Reliable Sources*, the PBS *News Hour*, PRI's *The Takeaway*, and Fox 25 Boston's *Morning Show*.

Ms. Crossley is a Woodrow Wilson Visiting Fellow and guest lecturer at colleges and universities about media literacy, media and politics, and the intersection of race, gender and media. She has two Harvard Fellowships from the Nieman Foundation for Journalism and the JFK School of Government, and was a producer for Blackside Inc.'s "Eyes on the Prize: America's Civil Rights Years." Ms. Crossley has received many national journalism and community awards.



**The Reverend Dr. Kelly Brown Douglas** is the Canon Theologian at the Washington National Cathedral, the Susan D. Morgan Professor of Religion at Goucher College, and an author. She is a leader in the development of womanist theology and has been an Episcopal priest for over 20 years. Rev. Dr. Douglas was the first black woman to be ordained an Episcopal priest in the Southern Ohio

Diocese. She was the first to receive the Anna Julia Cooper Award by the Union of Black Episcopalians (July 2012) for "her literary boldness and leadership in the development of a womanist theology and discussing the complexities of Christian faith in African-American contexts." Essence magazine counts Douglas "among this country's most distinguished religious thinkers, teachers, ministers, and counselors." Her writings include: *Sexuality and the Black Church: A Womanist Perspective*, *Stand Your Ground: Black Bodies and the Justice of God*, *The Black Christ, Black Bodies and the Black Church*, *What's Faith Got to Do With It*.



**Lovely Hoffman** is an award winning, respected, and multi-talented performer. Born in Roxbury, Lovely was raised in the church where both of her parents were ministers. She performed at school, at church, at local talent shows, and has sung “The National Anthem” at Fenway Park. She attended Boston College. After the death of Michael Brown and Eric Garner in 2014, Lovely wrote a song and directed a music video entitled “Black Lives Matter” to stand in solidarity with families who were victims of injustice. Her “Black Lives Matter” music video won First Place at the San Francisco Black Film Festival and was an official selection at other film festivals including the Roxbury International Film Festival. Lovely performs in musical theatre and has received positive acclaim for performances in *The Color Purple*, *Ain’t Misbehavin*, *Avenue Q*, and other musical productions.



**Dr. John H. Jackson** is President and CEO of the Schott Foundation for Public Education. The Foundation works to ensure a high quality public education for all students regardless of race or gender, with a focus on Black Males and successful initiatives across the country to improve children’s educational outcomes. Prior to his work at Schott, Dr. Jackson was the NAACP Chief Policy Officer and National Director of Education, and Adjunct Professor at Georgetown Public Policy Institute. In 1999 President William Jefferson Clinton appointed Dr. Jackson to be Senior Policy Advisor in the Office for Civil Rights at the U.S Dept. of Education.



**The Reverend Dorothea Littlepage** is the Director of Roxbury-Dorchester Power in Community, a collective founded by three Episcopal Parishes and the Diocese of Massachusetts that seeks to celebrate, connect, leverage, and enhance the gifts of the neighborhoods along the Dudley Corridor. Prior to this role, she served for four years in urban Episcopal congregations in the Boston Area. When asked to give a four word summary of what God is calling her to do she said, “magnify holiness on (the) margin.” Her journey to this ministry has been formed by, among other communities, Virginia Theological Seminary where she earned an M.Div and Spelman College where she earned a B.A. and B.S. She is blessed to journey through life with her partner Kristen and their dog Caleb.





**Juan David Lozano** was born in Colombia and raised in Dorchester. Juan David joined TEEP in its very first year (2000). He is a first generation graduate of UMass Dartmouth and earned an M.A. from Boston College Lynch School of Education with a concentration in Higher Education/Student Affairs. Juan David served on the staff of Trinity Boston Foundation as Assistant Director of

TEEP. He is passionate about work to close the achievement gap and is currently working at Freedom House while staying in touch with his roots in Colombia as the Founding Director of Los Restauradores.



**Michael Patrick MacDonald** grew up in South Boston's Old Colony Housing Project, a neighborhood that held the highest concentration of white poverty in the United States. After losing four of his eleven siblings and seeing his generation decimated by poverty, crime, addiction, and incarceration, he learned to transform personal and community trauma by becoming a leading Boston activist,

community organizer, teacher and writer. His multiple writings include *All Souls: A Family Story From Southie* and *Easter Rising: A Memoir of Roots and Rebellion*. He has been Distinguished Writer in Residence and Senior Fellow at UMass Boston. Mr. MacDonald focuses his activism on multi-cultural coalition building to reduce violence and promote grass-roots leadership. He gave a memorable talk at a Trinity Forum in 2015.



**Aleaya McFarlan** is Senior Class President for the class of 2017 at Dover-Sherborn High School. A member of TEEP's Leadership Development Program, Aleaya served as a counselor for TEEP seventh graders during summer 2016.

**Iuyvesant Cha**



**Steven Rodenas** is a 2013 graduate of Boston College and is both an alumnus and currently a humanities teacher at Community Charter School of Cambridge. Last summer, Steven directed TEEP's ninth grade program. Not only was Steven in one of the earliest classes of TEEP, but he was also one of the original participants in Sole Train, which grew out of TEEP. Steven has run the New York

marathon once and will run it again in November.



**Dr. Miren Uriarte** is a sociologist whose teaching and research is focused on the intersection of race/ethnicity and social policy. She is a Professor of Human Services (Ret.) in the College of Public and Community Service at UMass Boston, a founding core faculty member of the programs in Transnational, Cultural and Community Studies in the College of Liberal Arts, and the founding

director of the Mauricio Gaston Institute for Latino Community Development and Public Policy. Dr. Uriarte's research has documented the history, growth, development and experience of Latino groups in the region, including immigration, diversification, economic participation, interaction with human services, and impact of social and educational policy on their lives. She has studied the gaps in achievement and opportunity offered to Latino students and English language learners. She is a Boston School Committee member, on the Board of the Schott Foundation, and active in many community groups.



**Odette Williamson** brings a parent's perspective to the afternoon panel. Her two children have been in public schools (BPS or charter) for over a decade starting as three year olds in K0. One child is now in middle school and the other is in high school. She has served as parent representative on school-based or citywide organizations and has spoken on several Boston panels recently. Ms.

Williamson is particularly interested in the need for parent voices in BPS policy development, student discipline, and the impact of racism on students at BPS. She is also an attorney and advocate with a consumer rights organization.

## Recommended Anti-Racism Resources

### Books and On-Line Materials

The following is a resource list for educators, parents, students, and community members. It is not a complete list, nor does it cover all aspects of race and equity within our schools. Please view these resources as tools to examine the intersection between race, income disparities, and education. Not every resource will appeal to everyone, but hopefully, at least one will appeal to you.

### From Our Symposium Presenters:

*All Souls: A Family Story From Southie*, by Michael Patrick MacDonald

*Black Lives Matter: The Schott 50 State Report on Public Education* and *Black Males and Black Girls Matter: Pushed Out, Overpoliced, and Underprotected*, by the Schott Foundation  
schottfoundation.org/our-work/race-gender-research

*Stand Your Ground: Black Bodies and the Justice of God*, by Kelly Brown Douglas

### Other Resources:

*America's Original Sin: Racism, White Privilege & the Bridge to A New America*, by James Wallis

*Between the World and Me*, by Ta Nehisi Coates - examines the profound challenges facing black males in America.

*Black at BLS* - Boston Latin student Twitter conversations on racism at their school. <https://twitter.com/blackatbbs>

*Boston Number One City for Income Inequality*,  
wbur.org/2016/01/14/boston-income-inequality-brookings-2016-update

*Bridges Out of Poverty – Strategies for Professionals and Communities*, by Ruby K. Payne, Philip E. DeVol, Terie Dreussi Smith - Tools for organizations that work with people in poverty to understand challenges and develop partnerships.

*Everyday Antiracism: Getting Real About Race in School*, by Mica Pollock - Essays by leading educators about race in school.

*For White Folks Who Teach in the Hood...And the Rest of Y'all Too*, by Christopher Emdin – recommends a new way of teaching by understanding and respecting the cultures of students in the classroom, and making the curriculum relevant to their lives.

*Healing the Hidden Wounds of Racial Trauma*, by Kenneth V. Hardy, [sfgov.org/juvprobation/sites/default/files/Documents/juvprobation/JPC\\_2014/Healing\\_the\\_Hidden\\_Wounds\\_of\\_Racial\\_Trauma.pdf](http://sfgov.org/juvprobation/sites/default/files/Documents/juvprobation/JPC_2014/Healing_the_Hidden_Wounds_of_Racial_Trauma.pdf)

*Opportunity and Equity: Enrollment and Outcomes of Black and Latino Males in Boston Public Schools Executive Summary*, by Helena P. Miranda, Christina Mokhtar, Rosann Tung, Ray Ward, Dan French, Sara McAlister, and Anne Marshall, [bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/24/Executive%20Summary\\_final\\_pages.pdf](http://bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/24/Executive%20Summary_final_pages.pdf)

*Our Kids: The American Dream in Crisis*, by Robert D. Putnam - examines the growing gap between the lives of rich and poor families and the diminishing prospects of children born into poverty.

*Race - The Power of an Illusion*, A three-part educational documentary produced by California Newsreel, [pbs.org/race/000\\_General/000\\_00-Home.htm](http://pbs.org/race/000_General/000_00-Home.htm) — One section includes tools to help educators explore the significance of race through multiple disciplines. Lesson plans draw from the television series, the website and carefully selected resources.

*The Rich and the Rest of Us: A Poverty Manifesto*, by Tavis Smiley and Cornel West – challenges general assumptions about poverty in America and recommends ways to eliminate it.

*Teaching Tolerance*, a project of the Southern Poverty Law Center — Dedicated to creating equitable school experiences for students and supporting educators. The website includes blogs, classroom resources, and other educational materials [tolerance.org/](http://tolerance.org/) Follow on Twitter at [@Tolerance\\_org](https://twitter.com/Tolerance_org)

*Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race*, by Beverly Daniel Tatum – Exploration of racial barriers and the development of racial identity in school.

## Local Organizations of Interest

**All Our Children** is a network of congregations championing every child's right to a quality public education by building community, creating partnership, and advocating for justice. Visit [AllOurChildren.org](http://AllOurChildren.org)

**Boston Busing/Desegregation Project** strives to link Boston's history to its present and future, with a focus on issues of race and class equity, achieving excellence in the city's urban institutions and democratic access to power and resources to make equity and excellence happen. Visit [bbdproject.org/](http://bbdproject.org/)

**Boston Student Advisory Council (BSAC)** is a citywide body of elected student leaders representing most BPS high schools. BSAC organizers work to identify and address pertinent student issues, thereby putting students at the center of the decisions that affect them the most. Visit [youthonboard/bsac](http://youthonboard/bsac)

**Boston Youth Organizing Project** is led by youth, supported by adults, and united to increase youth power and create positive social change. Visit [byop.org/](http://byop.org/) or <https://www.facebook.com/BYOP-Boston-area-Youth-Organizing-Project-383926378>

**Community Change Inc.** is an anti-racism organization that provides lectures, classes, tours and other events in its office at 14 Beacon Street, Boston. Visit [communitychangeinc.org](http://communitychangeinc.org)

**Quality Education for Every Student (QUEST)** is a group of parents who have come together to fight for quality and equity in the Boston Public School system. Visit <https://www.facebook.com/questbps/>

**Trinity Boston Foundation** unlocks opportunity for Boston youth of color by creating safe and supportive communities in which they can discover and begin to realize their potential. The Foundation offers direct-service programs as well as embedded clinical support to schools, government agencies and community organizations. Visit [trinityinspires.org](http://trinityinspires.org)

**Visions, Inc.** is a non-profit training and consulting organization, specializing in diversity and inclusion. Visit [visions-inc.org/](http://visions-inc.org/)

For more information about the Second Annual Bonnyman Symposium, please speak with any of the following members of the Symposium Planning Team, or write to us c/o Marty Cowden, [mcowden1@verizon.net](mailto:mcowden1@verizon.net) and Marva Nathan, [marva841@aol.com](mailto:marva841@aol.com).

Carol Akerson, Hallelu Singers

Christopher Atwood, Usher

Jan Beaven, Board Member, Trinity Boston Foundation

Monroe Chase, Trinity Anti-Racism Team

Martha Cowden, Trinity Anti-Racism Team

Ralph Cole, Vestry, Trinity Church

The Rev. Rainey Dankel, Associate Rector for Community Engagement and Ministry Development

Shirley Fountain, Hallelu Singers

Patricia Hurley, Director of Communications

Rebecca Jackson, Associate Director of Training,  
Trinity Boston Foundation

Simone John, Outreach Coordinator

Marva Nathan, Clerk of the Vestry  
and member of the Anti-Racism Team

Louise Packard, Executive Director, Trinity Boston Foundation

Christopher Parris, parishioner and Director, College Success Academy,  
The Steppingstone Foundation

Felicia Sandler, parishioner

Linda Trum, Trinity Anti-Racism Team

Jarvis Wyche, Trinity Anti-Racism Team

Rather than trusting our own political, economic, or cultural power to determine what is best for our neighbors, we go in humility, in the posture of receptive listeners...Whether we go to El Salvador or Dorchester, we go to listen and to learn. We go with open eyes to see what God is doing....We go without illusions about the demons, the consequences of individual choices and systemic oppression. We go, stepping carefully amid the snakes of racism and the scorpions of poverty. Jesus has sent us where he himself intends to go. We go to find the peace that he has promised for all who are citizens of his kingdom.

FROM THE SERMON "LAMBS AMONG WOLVES,"  
PREACHED AT TRINITY ON JULY 2, 2016  
(BASED ON LUKE 10:1-11, 16-20) BY THE REV.  
RAINEY G. DANKEL, ASSOCIATE RECTOR FOR  
ENGAGEMENT & MINISTRY DEVELOPMENT,  
TRINITY CHURCH BOSTON

## Your Notes



Let thy light burn in me that I may, from this moment on,  
take effective steps within my own powers,  
to live up to the light and courageously to pay for  
the kind of world I so deeply desire.

*FROM FOR THE INWARD JOURNEY:  
THE WRITINGS OF HOWARD THURMAN*



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