



<http://antontreuer.com>



Anton Treuer

# Transformative Teaching:

How to Infuse Equity Tools in Your  
Classroom Teaching



Tom Stillday

All you  
people who  
study  
Indians,  
study that!





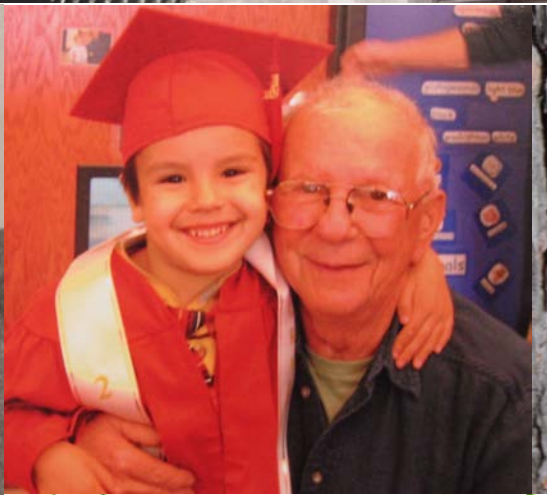


# My Ancestors





# Robert Treuer



# Margaret Treuer





## 9. Bena



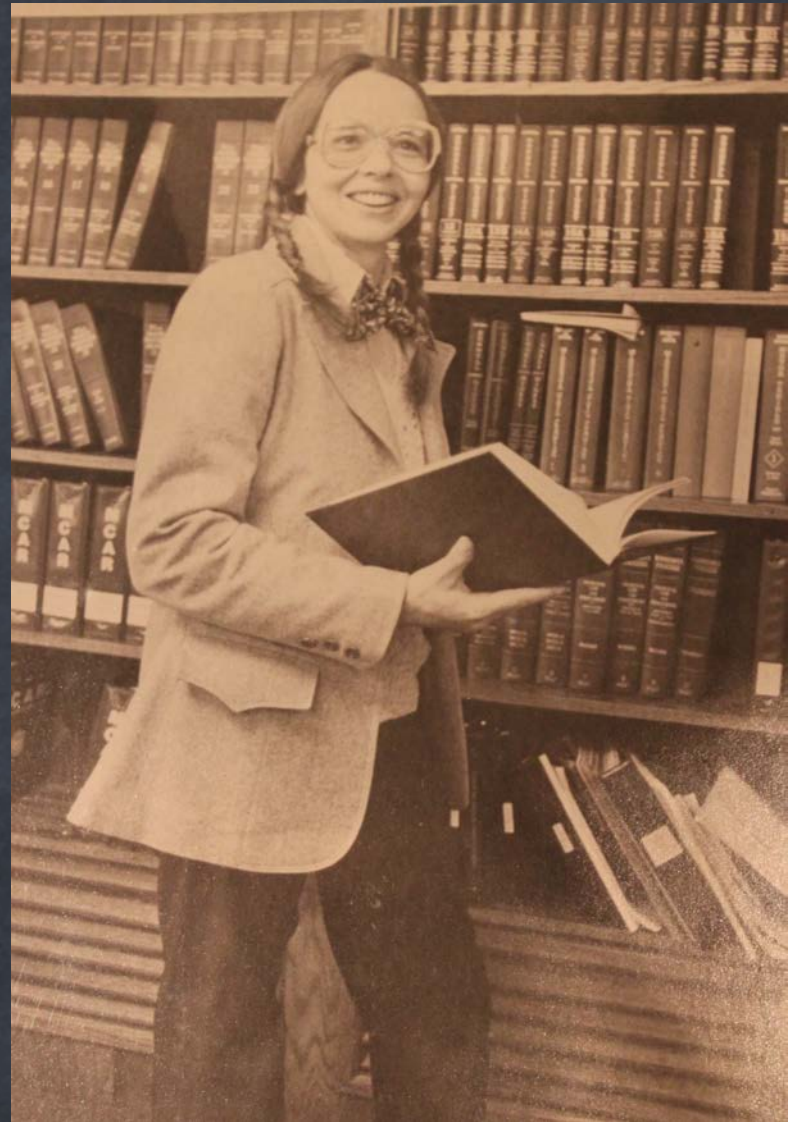
Flickr/Joe Ferguson

Bena's 400+ residents have an average per capita income of \$8,693 and an average household income of \$24,167.





## Margaret Treuer





# My Crew





# My Food





# My Place



# 1958





# 2020



# 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







# Bemidji, Minnesota





# I'm Not Alone

Seminole, Texas

August 2014



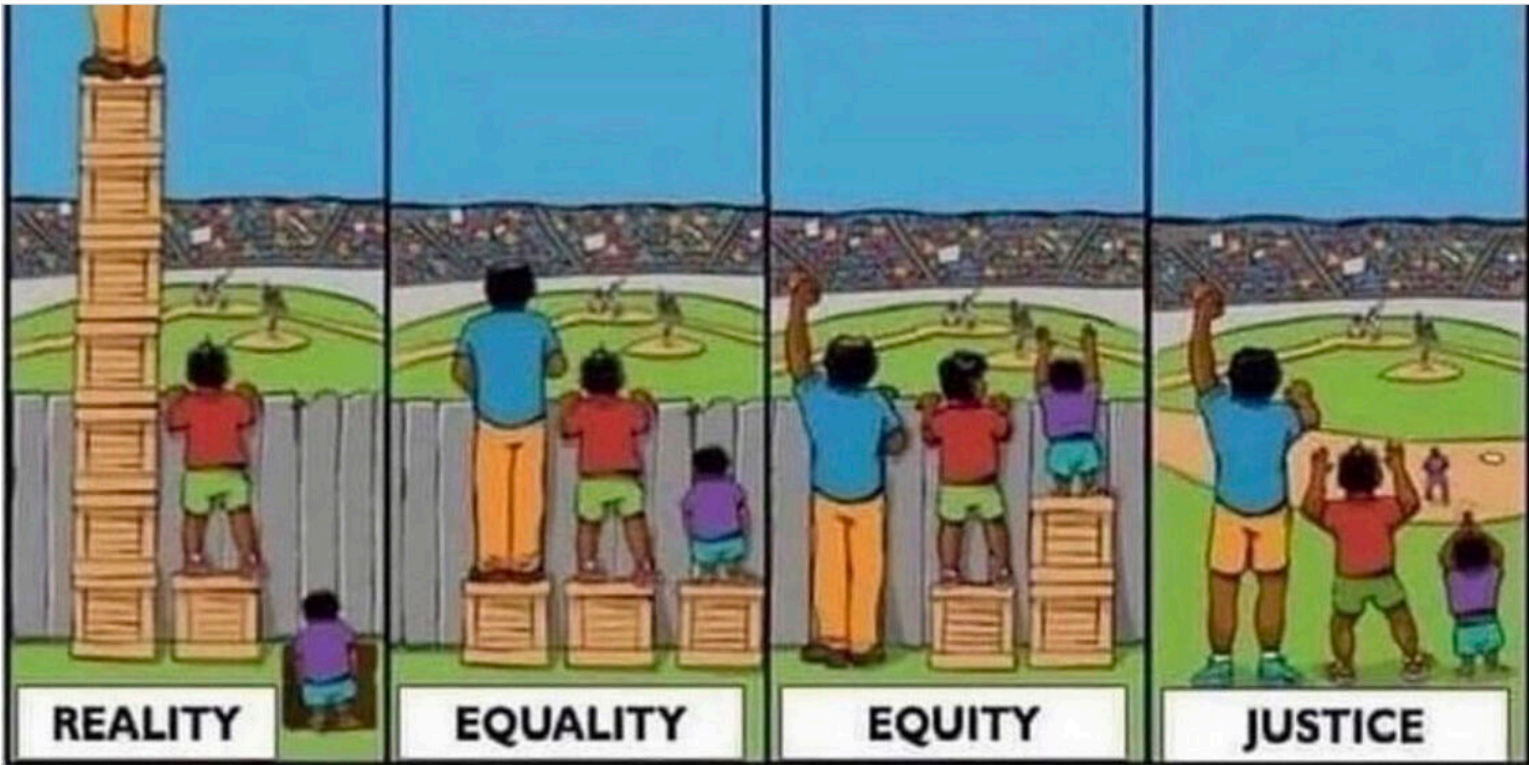
## Navajo Kindergartner Sent Home First Day of School For Having Long Hair

© August 28, 2014

# Maang & Ajijaak







**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.

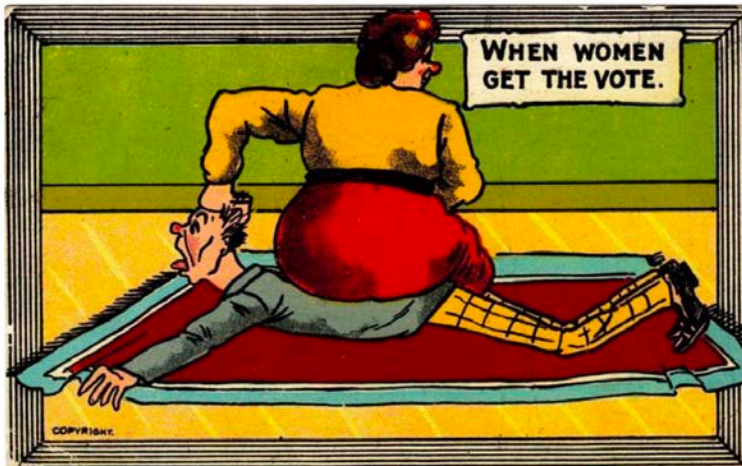
**EQUITY**

Everyone gets the support they need, which produces equity.

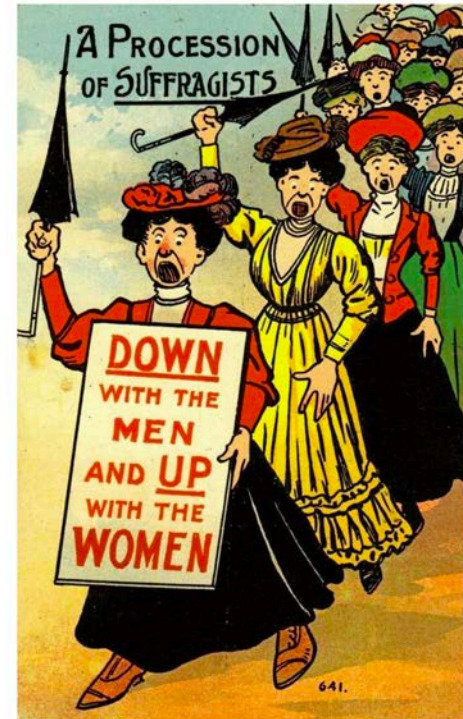
**JUSTICE**

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.





Ken Florey Suffrage Collection /  
Getty Images



Ken Florey Suffrage Collection /  
Getty Images



**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

<http://antontreuer.com>




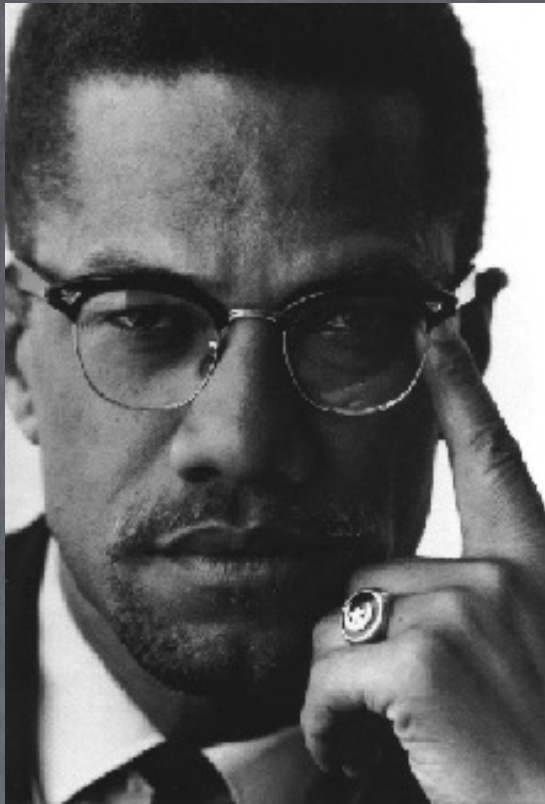
# What do you know about Indians?

- 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?





- 
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?
1. 100 million
  2. 300,000
  3. 574
  4. 403
  5. 0

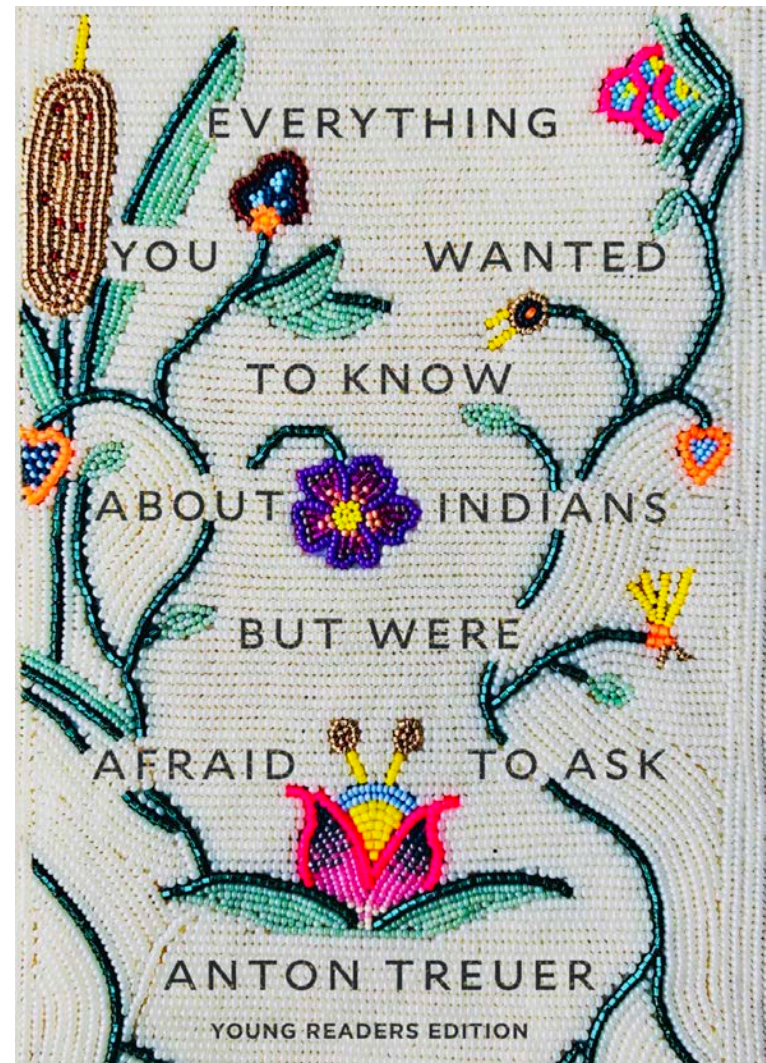
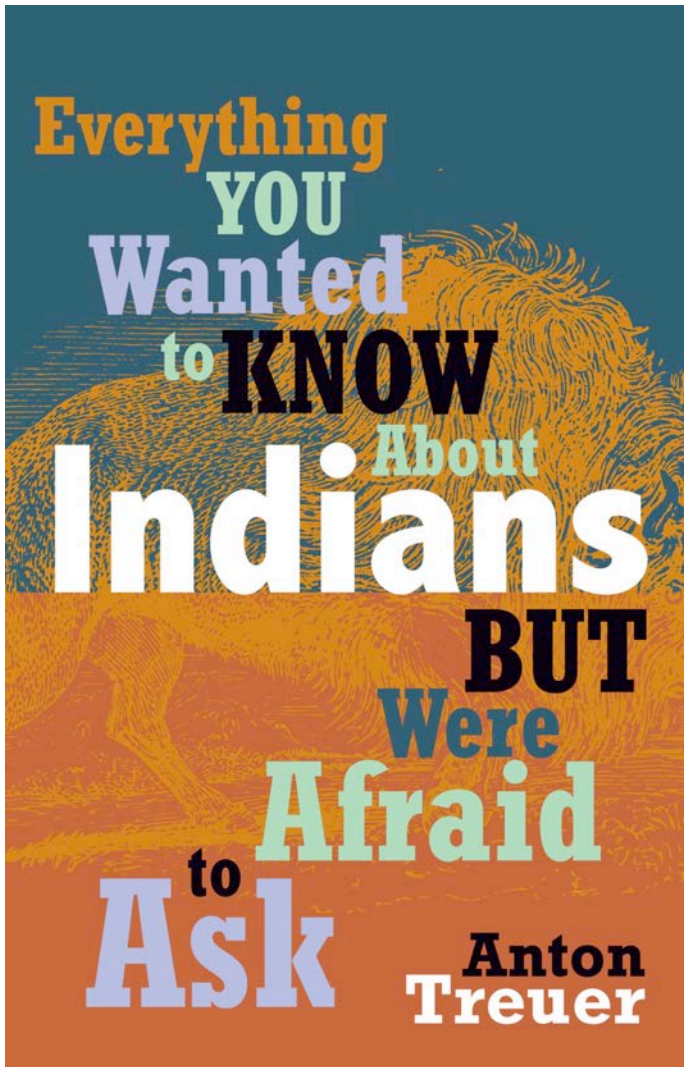


“We cannot teach what we do not know and we cannot lead where we won’t go.”

*Malcolm X*



Indians. We are so often imagined but so infrequently well understood.

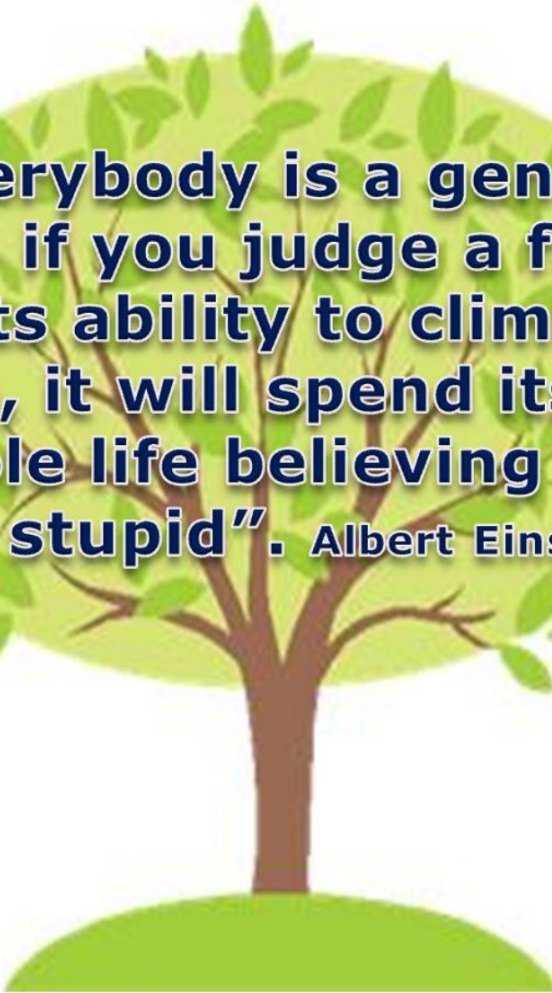


# RAT PARK

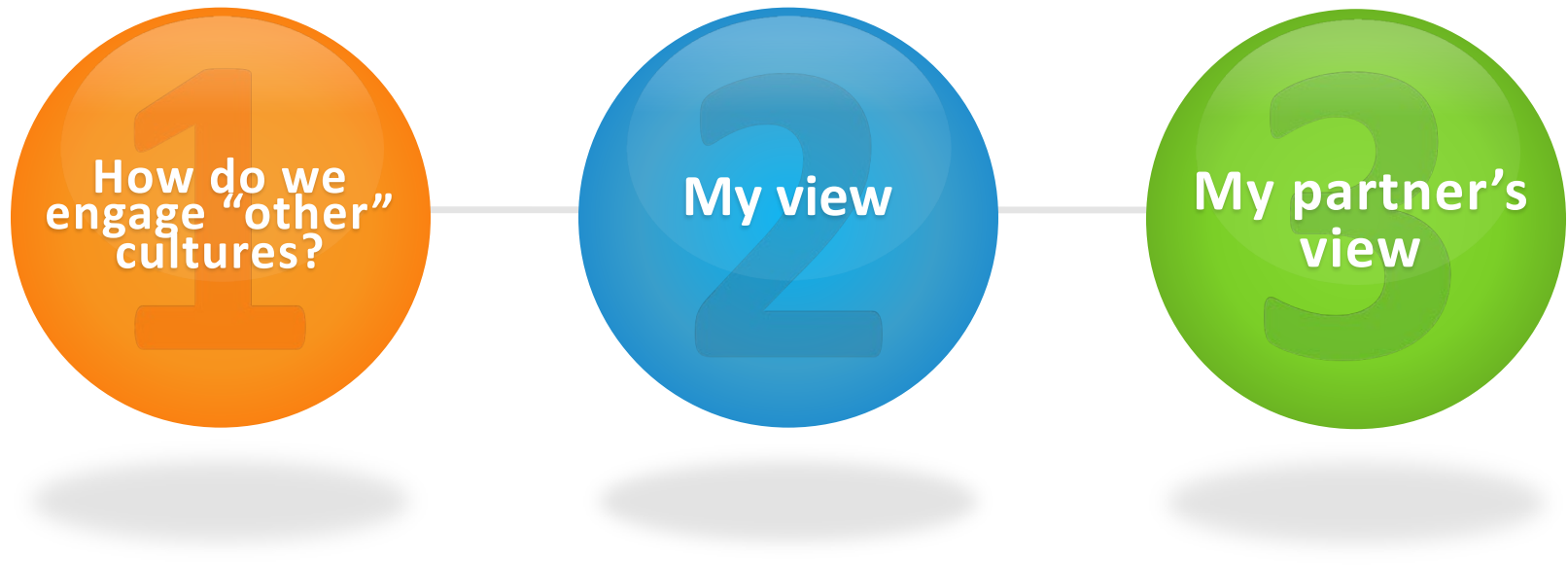




**“Everybody is a genius.  
But, if you judge a fish  
by its ability to climb a  
tree, it will spend its  
whole life believing that  
it is stupid”.** Albert Einstein



# Curricular development Process



Dyad: practice deep listening



# 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%



# 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

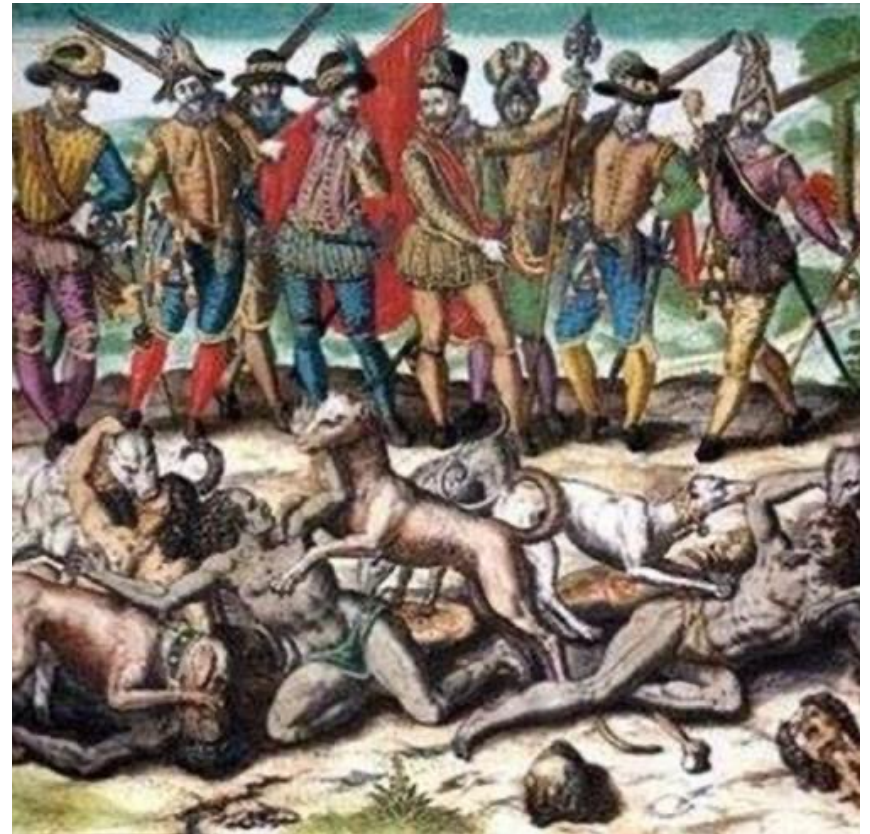


# Expeditionary Model

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



# Columbus





# Expanding Design: Integrated Curriculum



# Waadookodaading Ojibwe Language Institute

Health

Science

Math

Geometry

History

Social Studies



# 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.

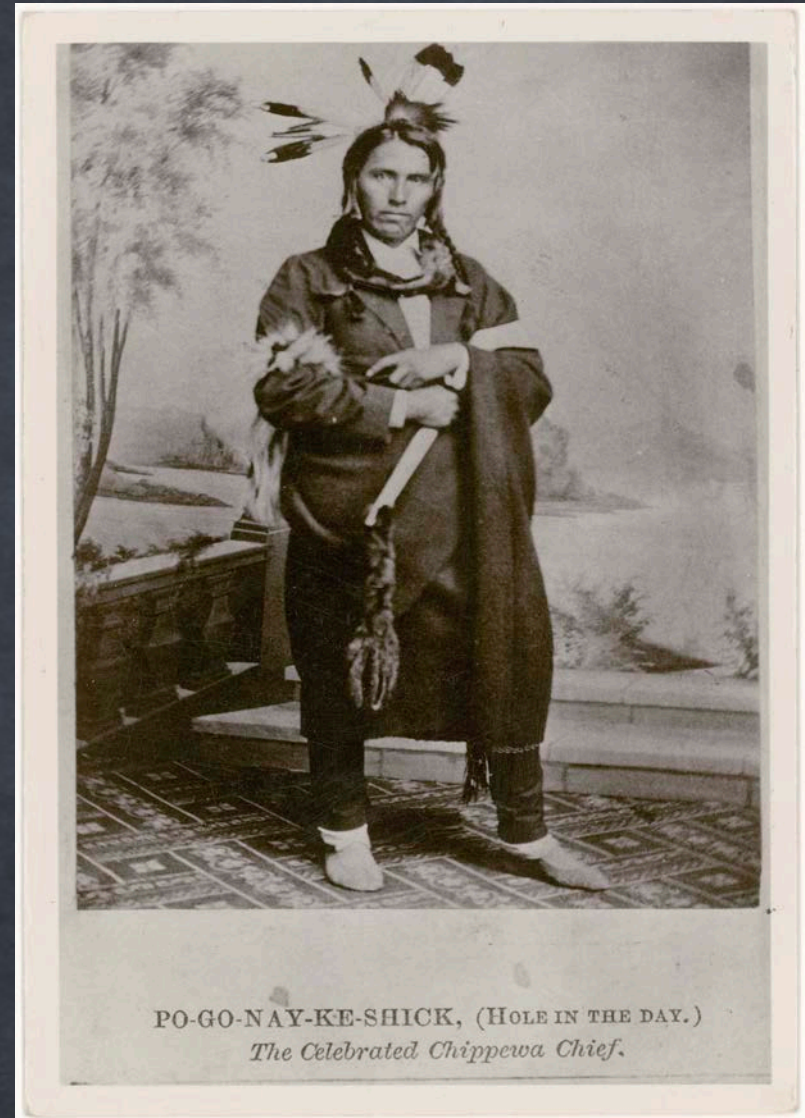
We are alive.

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.







# 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



# Aapaakozigan







# Coming of Age

Sequester



First Kill







*The Breath of the Bear*



## **American Values**

- Materialism
- Individualism
- Competition

## **Indigenous Values**

- Communalism
- Collaboration
- Consensus

Isaac Treuer

# Rewards and Punishments

v.

# Relationships

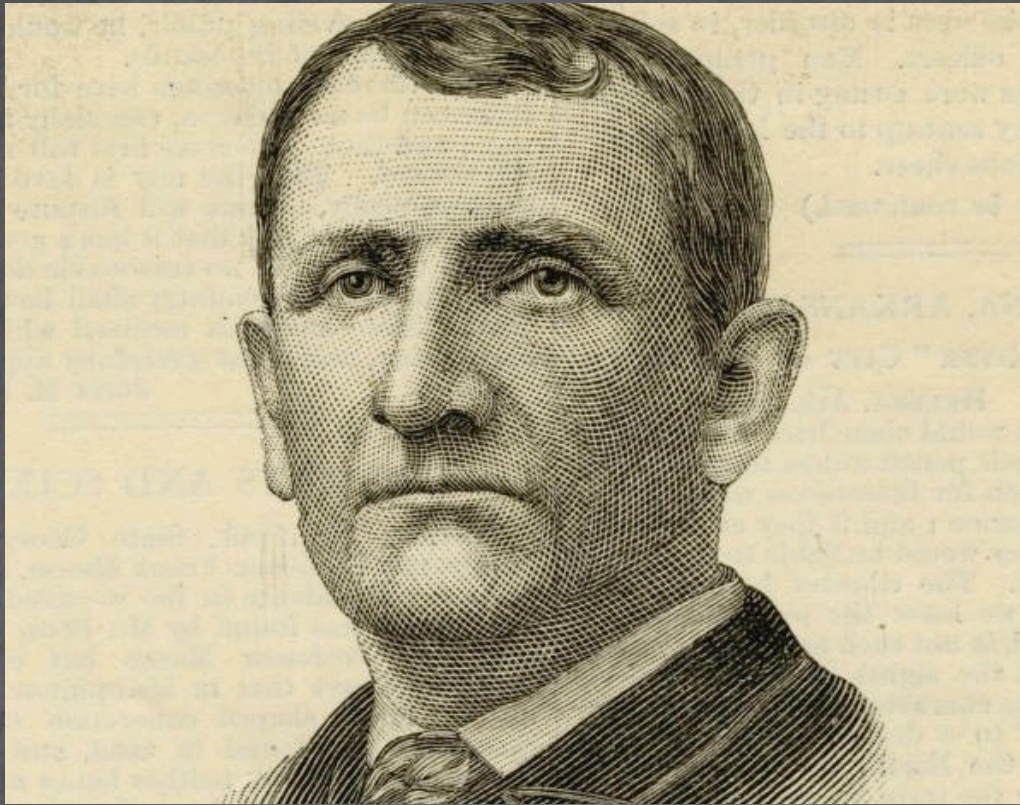




# Educating Indians



## Indian Boarding Schools



*“Our goal is to kill the Indian in order to save the man.” —Pratt*

# Carlisle





# Tom Torlino (Navajo)





January 2014

Ottawa, Canada

Verizon 6:41 AM

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

knlive.ctvnews.ca | January 15 07:22 PM



## Haskell (Kansas)



## Carlisle (Pennsylvania)











# Opportunity Gap: Solutions

# Mauli





## Tribal Language Medium

Waadookodaading (Hayward, WI)

Niigaane (Bena, MN)

Hawaiians, Maori, Piegan, Mowhawk

Puente de Hózhó





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# KIPP (Knowledge Is Power Program)

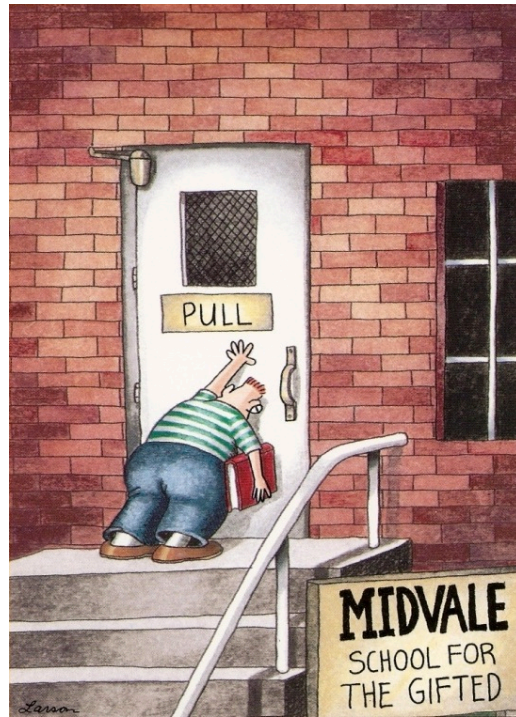
- “What you do most you do best”
- 200 instructional days
- Test scores go up three grade levels
- 80% college placement (48% mainstream)
- 80% kids free lunch eligible
- 90% SOC



# Portland Public Schools • Lorenzo Poe









# Call to Action

**Fairness is not given, it is made.**

Sobriety

Land Culture

Language

Health

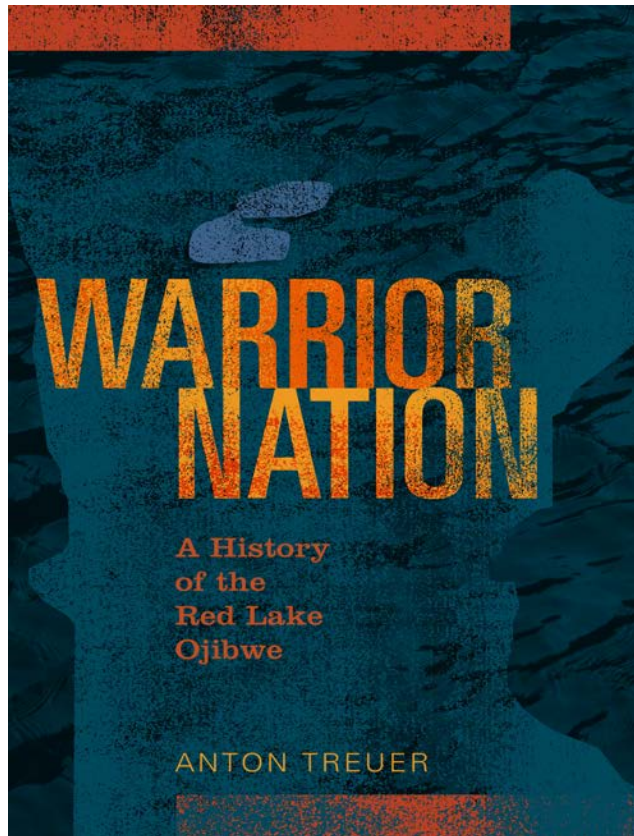
Education

Prosperity





Every time they tried to bury us they didn't realize that we were the seeds.



# Facing Race





# Cultural Continuity in Two Worlds

## Education



## Not Just From Books





# Margaret Treuer

Nothing can stop an  
Indian who knows who he  
or she is.



# Margaret Mead

Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it's the only thing that ever has.

