



Center on Culture, Race & Equity

The Center on Culture, Race & Equity (CCRE) at Bank Street College works with educators, community leaders, non-profit organizations, and families to create more equitable learning environments for children. The center's work focuses on creating meaningful change by helping adults develop anti-racist and culturally responsive systems and practices in order to build environments where children of all backgrounds can thrive and reach their full potential.

Our Approach

Using CCRE's research-based and practice-proven change model, the center addresses race and equity on personal, professional, and institutional levels to help advance the quality of relationships between educators, students, and families, and to improve outcomes for children.

Our model helps adults to examine their own racial and cultural identities and biases within the context of formal schooling. Through research-informed learning experiences, adults increase their knowledge of the socio-cultural and historical impact of systemic racism and bias on larger educational systems as well as within their own communities and personal lives.



Through this personalized, community-specific approach, participants acquire increased racial literacy skills and a greater understanding of the intersections between identity, culture, race, and equity within their environments. When implemented at the institutional level, this work leads to equitable educator practices and system-level transformation.



The CCRE Change Model

Tailoring Work to Local Needs

Each of the center's partnerships begins with a community-based research and design process to create an equity snapshot of the community's strengths and identify areas for growth. CCRE then co-constructs professional learning experiences with participants to help educational staff and parents realize the full potential of every child. Successful outcomes from CCRE's work include:

- Increasing knowledge and practices to create anti-racist and anti-bias classrooms in predominantly White settings
- Supporting responsive and equitable engagement with fathers in a community-based early childhood program in the Bronx, leading to a 16-fold increase in participation
- Transforming the culture of a K-5 school in Washington, DC from deficit-based to strength-based, leading to over 50% reductions in classroom disruptions and bullying
- Evaluating through an equity lens and making actionable recommendations for the New York City Department of Education's Division of Early Childhood Education's book lists and curriculum in regard to diversity and representation of children of all races and identity backgrounds
- Supporting a middle school staff in Brooklyn to hone its vision and goals toward becoming an anti-racist school
- Improving the success of African American boys in Head Start programs located in the northern Midwest region of the U.S.
- Conducting a study across 36 pre-K classrooms in New York City to document the types, amount, content, and delivery of instructional supports to teachers



Professional Development Opportunities

The center uses the CCRE change model as a guiding framework for co-developing the capacity of educators to become anti-racist and culturally responsive leaders no matter their title. Tailored to specific communities, the following are sample goals that inform professional development opportunities:

- Build a heightened sense of racial consciousness among school leaders in order to explore personal racial identity and implications for student learning
- Develop the ability of school leaders to analyze equity-related data in order to respond to the needs, strengths, and assets of the students and families in the community
- Shift deficit-based attitudes to strengths-based attitudes
- Guide and support the development of equitable and inclusive school-wide systems and structures
- Build the internal capacity of school leaders to sustain and support the continued implementation of the CCRE model across their schools

In addition to in-depth professional development partnerships to help create equitable learning environments for all children, CCRE provides the following adult learning opportunities for educators and school communities:

- Executive leadership coaching for equity
- Black Lives Matter at School panel discussions and symposiums
- Consultation and advisement to support anti-racist and culturally responsive program design and implementation