



Center on Culture, Race & Equity

The Center on Culture, Race & Equity (CCRE) at Bank Street College works with educators, community members, and leaders to create more equitable and just learning environments for children by shifting toward culturally responsive and strengths-based systems and practices. The center's work focuses on creating meaningful change by helping adults shift their beliefs and behaviors to build environments where children of all backgrounds can thrive and reach their full potential.

Our Approach

Using CCRE's culturally responsive strengths-based model, the center addresses race and equity on three levels—personal, professional, and institutional—to help improve the quality of relationships between educators, students, and families. The model helps adults examine their own implicit biases, stereotypes, and microaggressions and learn to shift from deficit-based to strengths-based attitudes. Through this approach, practitioners acquire a deepened understanding and awareness of community, race, and equity. This work, when implemented at scale, leads to system-level transformation.



The CCRE Change Model

Tailoring Work to Local Needs



Each of the center's projects and partnerships begins with a community-based design process. Building on the strengths of the community, CCRE co-constructs learning experiences with educators, families, and community members to realize the full potential of every child.

In 2015, CCRE worked with Turner Elementary School in Washington, DC to transform experiences for African-American boys by training teachers in the center's strengths-based model for school improvement. The training resulted in a 64 percent drop in classroom disruptions, a 74 percent drop in skipping class, a 30 percent drop in profanity, and a 90 percent drop in bullying.

Other successful projects include:

- Building community-based networks for culturally responsive practices in the Bronx, NY
- Improving the success of African-American boys in Head Start programs in the Northern Midwest region of the United States
- Documenting parents' perceptions of early experiences with New York City preschools
- 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 lead for diversity, equity, and inclusion. 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 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 training to help create equitable learning environments for all children, CCRE provides professional development opportunities on content-specific issues such as:

- School Success for Young African-American Boys
- School Success for Young Latino Children
- Refugee and Immigrant Families
- Indigenous and Indigenous Migrant Families
- Culturally Authentic Children's Literature

