

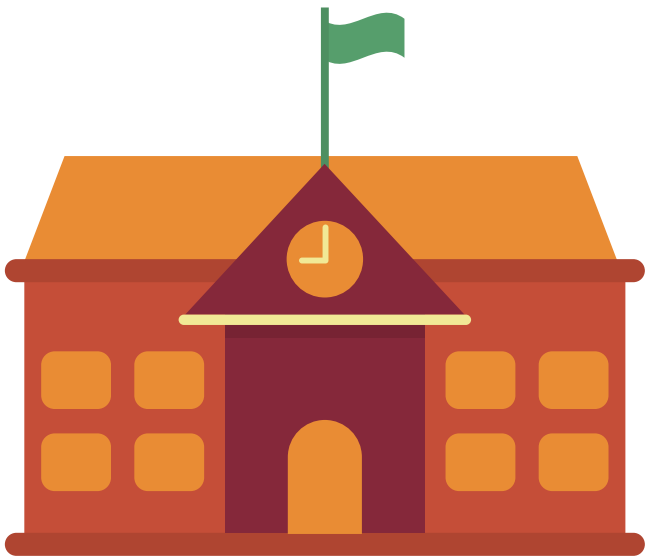
ADMINISTRATIVE NEUTRALITY IN SCHOOLS

Unfortunately, whenever there is a threat of the unknown or a low understanding of a cultural occurrence, school leaders tend to hide behind technical-rational "administrative" behavior. This is also known as taking a position of neutrality.

EXAMPLE OF TAKING A POSITION OF NEUTRALITY

A school leader who is oblivious or uninterested in community concerns

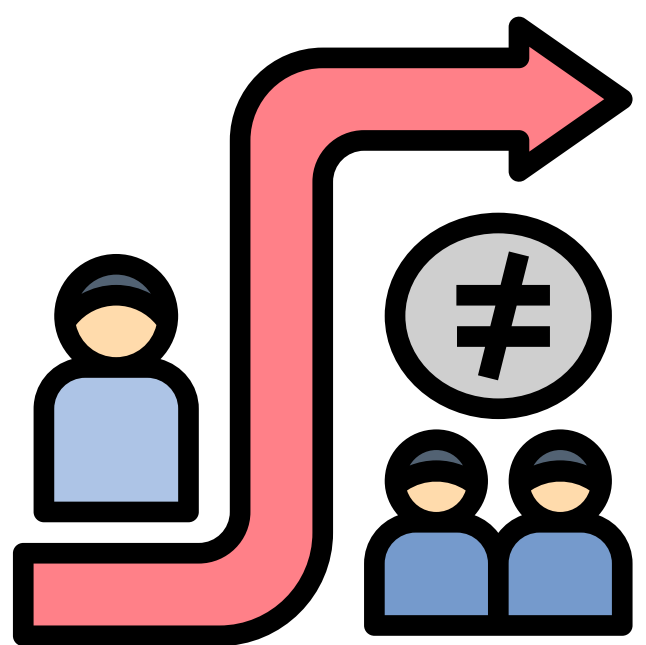
When told about community members' accusations of racism, a school principal deflects questions, saying that he/she cannot speak on that, or that his/her only job is to improve scores, increase enrollment and graduate kids.



HOW ADMINISTRATORS SHOULD ACT

Ongoing 'mini' Equity Audits

Administrators should reach out to community members and ask them about their concerns and how school leadership can improve community relations. They should NOT avoid issues brought up by communities because it is not in their job description or is uncomfortable.



WHY DO ADMINISTRATORS CHOOSE NEUTRALITY?

To safely avoid confronting community concerns

An administrators' posture of neutrality--such as focusing only on quantifiable factors and ignoring social contextual factors--is one of safety, comfort, familiarity, and control. This allows them to maintain full control of discourses in schools.



Including community members in school and education discourse will create a culturally responsive school environment for minoritized students.