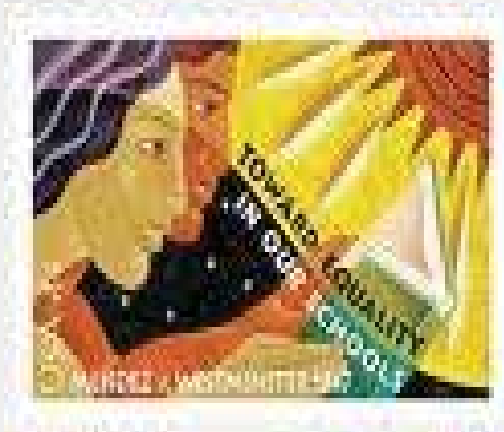


Solving the Integration Problem:



From Confusion to Public Support

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CONFUSION over INTEGRATION...

“What is Integration?”

“Why is it important?”



**...DISSIPATES ENERGY and
SUPPORT !**

CONFUSION in Legal Discourse:

- Chief Justice Roberts: ***“The Constitution is not violated by racial imbalance in the schools.”***
- Justice Thomas: ***“Racial imbalance is not segregation, and the mere incantation of terms like resegregation and remediation cannot make up the difference...integration” is merely racial balancing.***
- Justice Kennedy: ***“And when de facto discrimination is at issue, our tradition has been that the remedial rules are different.”***

CONFUSION in Civic Discourse :



- We no longer think of education as a public, democratic function; it is now viewed as a private and trade function.
- We ask whether race can be taken into account or whether we are now a post-racial nation.
- We conflate integration with desegregation, affirmative action, diversity and multiculturalism...



CONFUSION in Educational Discourse:

- **Schools often claim to be integrated when what's happening is assimilation, or segregation within the building.**
- **We set up excellence in competition with integration. We also set up a binary between free and reduced lunch (SES) and racial integration.**
- **We see integration as something for children of color, especially black children, failing to effectively pull the Latino community into this discussion.**



TRANSFORMING CONFUSION:

1. **Understand and Stress the Importance of *True Integration*.**
 - **Segregation makes it very difficult to develop effective citizens and maintain social cohesion.**
 - **Bringing together students of different backgrounds to learn from one another should remain a central objective of American education, especially as we move toward a majority minority society in a globalizing world.**
 - **If we fail at this, the country fails.**

True Integration

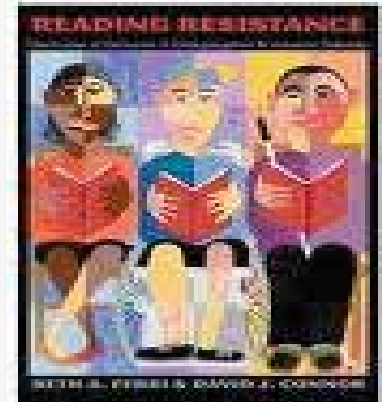
“Although the terms desegregation and integration are often used interchangeably, there is a great deal of difference between the two. Desegregation is eliminative and negative, for it simply removes legal and social prohibitions.

Integration is the positive acceptance of desegregation and the welcomed participation of [nonwhites] into the total range of human activities. Integration is genuine intergroup, interpersonal doing. Desegregation then, rightly is only a short-range goal. Integration is the ultimate goal of our national community.”

*Rev. Dr. Martin Luther King, Jr.,
The Ethical Demands for Integration*

True Integration also....

- **Improves critical thinking skills**
- **Raises academic achievement and graduation rates**
- **Increases parental involvement**
- **Reduces residential segregation**



These benefits are maximized in schools that foster respectful inter-group contact - NO TRACKING!

TRANSFORMING CONFUSION:

2. Better understand how and what people think of integration.

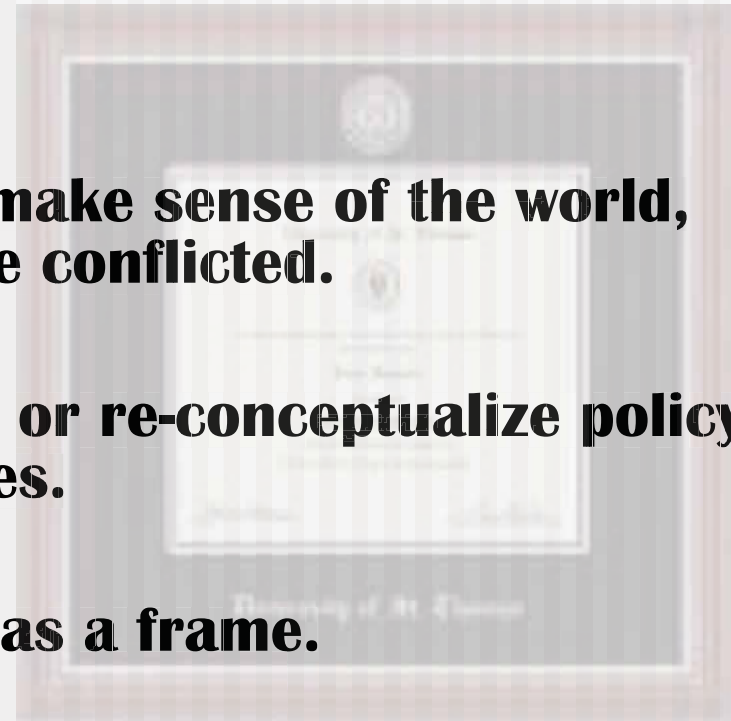
- We have made great progress toward equality.
- But, harboring *Implicit Bias* can lead to internal conflict, activate resentment, and undermine our reach.
- We need to learn more about implicit racial bias and how it impacts integration thinking.



TRANSFORMING CONFUSION:

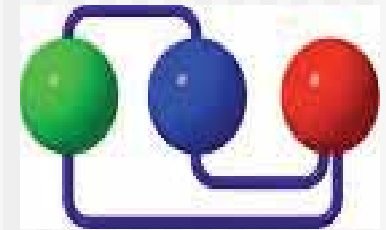
3. Talk about excellence, integration, and socio-economic status in different ways.

- ***Framing* matters.**
- **It satisfies our need to make sense of the world, particularly when we are conflicted.**
- **It can entrench, uproot, or re-conceptualize policy preferences and attitudes.**
- **Try “Democratic Merit” as a frame.**



TRANSFORMING CONFUSION:

4. Adopt a *Systems Approach*



- **We cannot achieve integration by approaching education as a separate institution.**
- **The “school” system is really part of a larger, connected system, or web, of inter-institutional agents and arrangements.**
- **We must look clearly at the relationship of school policy, housing policy, and fiscal policy, to fashion an integration strategy.**

SUPPORT INTEGRATION and BUILD DEMOCRACY

Develop and Deploy Models that:

1. Push for *True Integration*.
2. Attack *Implicit Racial Bias*.
3. Use “Democratic Merit” to *Reframe* discourse.
4. Link education, housing and other agents in a *Systems* approach.

