

Five Stages of Multi-Cultural Educational Development

Credited to Enid Lee - a consultant on language, culture, race, and class as they relate to education, organizational development and community participation - from her book [Beyond Heroes and Holidays: A Practical Guide to K 12 Anti-Racist, Multicultural Education and Staff Development](#) (more resources by Enid Lee below)

Surface - Changing expressions of culture

- Including expressions of many cultures in the classroom - acknowledgement of multiple “normals” (ex. signs, art, music, books, festivals, food etc.)

Transitional - Creating new units of study

- Focus on issues that are often ignored or overlooked (ex. create curriculum around the mass migration and refugee crisis in the Middle East)
- Focus on raising up voices that are frequently silenced or ignored - allowing these voices to speak for themselves (ie. read the works of black scholars, leaders, and authors when studying the Civil Rights Movement, not just the textbook versions)

Integration - New units are deeply integrated into course work

- New units are an integral part of the curriculum, not just add-ons or special projects (ex. integrating discussions of race, power, and privilege into the 8th grade unit on debate and argumentation)

Questioning - Critical questions explored.

- Ex. “Why do we study this?” “What do we mean when we say Columbus ‘discovered’ the Americas?”

Social Change - Curriculum leads to change outside of school

- How are the lessons learned and questions explored inside the classroom applied to students’ lives outside the classroom?

More from Enid Lee:

[“Taking Multicultural Anti-Racist Education Seriously”](#) - a brief article based on a 2009 interview

[“Putting Race on the Table” \(part 1\)](#) - part 1 of a talk given at a forum hosted by Community Foundation for the National Capitol Region in Washington, DC on April 5, 2006.

[“Putting Race on the Table” \(part 2\)](#) - part 2 of a talk given at a forum hosted by Community Foundation for the National Capitol Region in Washington, DC on April 5, 2006.