

Power, Privilege, and Oppression

| Defining Privilege

Privilege describes the set of advantages that a group gains when another group is stereotyped, stigmatized, or otherwise oppressed. People may be privileged through no action of their own. People with privilege, like people without privilege, often work hard for what they have. Nevertheless, privileged groups have power over oppressed groups.

There are exceptions, but in general, privileged people have more access to power, especially institutional power. Belonging to a privileged group does not mean any individual person necessarily benefits. It just makes it more likely that, taken as a whole, members of that community do.

Privilege isn't a simple concept. A person may be privileged in one way but oppressed in another — a student with an anxiety disorder who comes from a wealthy background has financial privilege, but can still face oppression if, for example, they are not reasonably accommodated, such as through providing the syllabus or textbook information early, providing private feedback on performance, or providing the opportunity to submit work or complete exams through

This message originated from outside our district.

Hi Kirsten,

In the name of the fresh start we're all hoping for in 2021, here are some new engaging, supplemental lessons. They come along with my full support so please feel free to schedule time for me to help you and your students.

- **WORD Force (K-2nd grade, 15 10-min lessons)** Letter sounds, phonics, spelling, vocabulary
- **Healthier Me: Elementary (1-4th grade, 2 10-min lessons)** Building a balanced meal, nutrition, benefits of exercise/stretching
- **The Compassion Project (2-4th grade, 3 30-min lessons)** Compassion, mindfulness, empathy
- ***new* Vault: Understanding Money (4-6th, 5 15-min lessons)** Income & careers, taxes, savings- updated version released Fall 2020
- **Summer Slugger (4-5th grade, 36 10-min lessons)** Math and literacy baseball games
- **Future Goals Hockey Scholar Math (4-7th grade, 6 25-min lessons)** STEM concepts like area, radius, and motion through hockey games
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- **FutureSmart (7-8th grade, 6 20-min lessons)** Become mayor to help constituents with decisions about careers, running a business, budgeting, investing, credit & build a personal blueprint for the future
- **Endeavor: STEM Career Exploration (6-9th grade, 6 25-min lessons)** Personalized career recommendations, big data, future of manufacturing/design, algorithms, medical machines
- **Healthier Me: Middle School (6-8th grade, 3 10-min lessons)** Nutrition labels, establishing healthy eating habits
- ***new* Sustainability Foundations (5-8th grade, 1 20-min lesson)** Humans & the environment, personal responsibility
- ***new* Plants, Animals & Our World (5-8th grade, 4 10-min lessons)** Biodiversity, human health, animal welfare
- **Ignition: Digital Wellness & Safety (6-9th grade, 6 30-min lessons)** Community, safety/privacy, digital time management for your mental health
- **Venture: Entrepreneurial Expedition (7-10th grade, 4 25-min lessons)** Budgeting & startup capital, business ideas, market research, growing, cost of business, marketing, your business pitch
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- ***new* Vaping: Know the truth (8-12th grade, 4 10-min lessons)** Dangers of vaping & nicotine, targeted marketing practices, environmental consequences, refusal skills, quitting resources
- **Prescription Drug Safety (8-12th grade, 6 10-min lessons)** Refusal skills and bystander skills, brain & body/science of addiction, debunking common myths
- **AlcoholEdu (8-12th grade, 5 30-min lessons)** Identify personal reasons not to drink, brain & body, alcohol content
- **306: African American History (8-12th grade, 15 10-min lessons)** Primary sources, slavery, reconstruction, Jim Crow, civil rights, capstone essay
- ***new* BINAH: Antisemitism Prevention (9-12th, 3 10-min lessons)** Eleven personal & historical stories to motivate students to be better global citizens, antisemitic acts history & current, social intolerance, allyship
- ***new* Diversity Foundations (9-12th grade, 5 15-min lessons)** Active listening, creating a culture of respect, self-care
- **Keys to Your Future (9-12th grade, 6 20-min lessons)** Preparing for "real life" in High School, creating and hitting goals, career or college path, success in your career
- **EverFi Financial Literacy (9-12th grade, 7 25-min lessons)** Banking basics, income & employment, budgeting, consumer skills, managing credit & debt, financing higher ed
- **Marketplaces (9-12th grade, 5 20-min lessons)** Inflation & deflation, stock exchanges, global markets, risk & return, long term investing, asset allocation, venture capitalism
- ***new* Money Moves: Modern Banking & Identity Protection™ (9-12th grade, 4 20-min lessons)** Digital banking, cash apps, avoiding identity theft, fraud
- ***new* Pathways: Financing Higher Education (9-12th, 5 15-min lessons)** True cost of college, understanding student loans, financial aid, return on investment

Check them out on your own from your [EVERFI Catalog tab](#) or share with a colleague with the [Invite a Teacher Button](#). You can assign & monitor digital lessons from afar if needed, or utilize the offline lesson plans & activities found under the [Resources button](#). All are available to you at no cost thanks to local sponsors.

Happy New Year,
Nichole

From: Michele Bentivegna
To: Jessica Golden; Jennifer Mundy
Cc: Nichole Barberio
Subject: RE: [EXTERNAL] Plans for Black History Month?
Date: Monday, January 25, 2021 10:40:42 AM

Jessica,

Thank you for your email. For our high school teachers who don't teach Economics, I was hoping we could highlight 306: African American History and Diversity Foundations. For our Econ teachers can we introduce the new modules Money Moves and Pathways: Financial Higher Ed? It may not hurt to just remind teachers about the other Econ related Modules available (Marketplaces and Everfi Financial Literacy).

High school sessions run from 1-2:30. Jenn will be reaching out to confirm elementary.

I personally do not have access to Everfi because I teach for Ecampus. I believe all high school teachers from the 7 high schools should. Would you be able to grant me access to Everfi?

I also need to get a usage report for the Everfi Financial Literacy course. Is there a way to get an Everfi Admin account to see which teachers (K-12) are using financial literacy modules, which modules are the most used and the completion rates? I am in the process of putting together a comprehension PD plan for next year (2021-22).

If it's easier to call me, my number is [REDACTED] and my cell is [REDACTED]

Michele

From: Jessica Golden [REDACTED]
Sent: Monday, January 25, 2021 9:27 AM
To: Jennifer Mundy <JMundy@pusd11.net>; Michele Bentivegna <MBentivegna@pusd11.net>
Cc: Nichole Barberio [REDACTED]
Subject: Re: [EXTERNAL] Plans for Black History Month?

This message originated from outside our district.

Hi Jenn and Michele,

I hope you both had a good weekend! Jenn, do you want to secure a time for the 8th grade training for 306 programs? Is February 10 from 2:00-3:00 still the best?

Michele, we'd be happy to support high school educators with a training, too. If February 10 is also the ideal time, Nichole and I can divide and conquer to ensure teachers have access to the timely programs. Let us know what works best for you and we can get something scheduled.

From: [Jessica Golden](#)
To: [Jennifer Mundy](#)
Subject: [EXTERNAL] Plans for Black History Month?
Date: Thursday, January 21, 2021 8:05:32 AM

This message originated from outside our district.

Hi Jennifer,

Black History Month is just over a week away and it is such an important time in our country to recognize the accomplishments of Black Americans. Do Peoria Unified School District teachers have lesson plans to recognize the month?

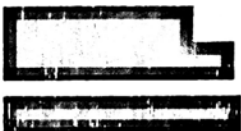
To make planning easy, EVERFI has three digital, supplemental programs available at no-cost for 8-12th grade educators. All digital programs can be completed as asynchronous learning and include automatically graded pre and post assessments. Below are brief descriptions for each of the programs:

- [*306: African American History*](#) informs and inspires students through the stories of important Black leaders and historical events, whose impact changed the fabric of American life. 306 uses important primary texts and compelling vignettes to communicate this history in a way that builds shared values and inspires students to become tomorrow's leaders
- [*306: Continuing the Story*](#) addresses the untold stories of Black history and celebrates Black business titans and contributions to medicine
- [*Diversity Foundations*](#) introduces learners to key concepts of identity, bias, power, privilege and oppression. The digital resource establishes the importance of ally behavior, self-care, and creating inclusive spaces.

Will you share these resources with your Social Studies and/or ELA educators? Please let me know if you'd like to set up a 30 minute teacher training (after the training, teachers will have everything they need to implement the next day! You can also share this [Quick Start Guide](#)) or if you'd like to connect to discuss the best way to share these resources. You can schedule time with me [here](#).

Best,
Jessica

Jessica Golden, M.Ed
Senior Director, K-12 Programs
Phoenix, Arizona
Pronouns: She/Her/Hers



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From: Jennifer Mundy
To: Jessica Golden
Cc: Michele Bentivegna
Subject: RE: [EXTERNAL] Plans for Black History Month?
Date: Thursday, January 21, 2021 12:03:00 PM

Hi Jessica,

I'm looping Michele, the other social studies content coach, into our conversation. My focus is mainly K-8 while hers is high school. I definitely want to do the 306 courses training for 8th grade teachers. Michele-would you want to offer this PD to AZ/US and/or government teachers on February 10th? Those teachers could use the 306 courses or Diversity Foundations with their students.

Thank you,
Jenn

Jennifer Mundy

K-12 Social Studies Curriculum Coach

6330 W. Thunderbird Road

Glendale, AZ 85306

Ph. 623-412-5301

Email jmundy@pusd11.net



From: Jessica Golden [REDACTED]
Sent: Thursday, January 21, 2021 11:18 AM
To: Jennifer Mundy <JMundy@pusd11.net>
Subject: Re: [EXTERNAL] Plans for Black History Month?

This message originated from outside our district.

Hi Jenn,

The 306 courses are for students grades 8-12 and *Diversity Foundations* is best for 11-12th grade students. We'd love to host a training for teachers to ensure they know how to access the resources through Clever and suggestions for implementation. 1 hour should be plenty of time to review the concepts and get teachers onto the dashboard.

Will you be sharing a Microsoft Teams link? We look forward to it!

Jessica

On Thu, Jan 21, 2021 at 12:03 PM Jennifer Mundy <JMundy@pusd11.net> wrote:

Hi Jessica,

I'm looping Michele, the other social studies content coach, into our conversation. My focus is mainly K-8 while hers is high school. I definitely want to do the 306 courses training for 8th grade teachers. Michele-would you want to offer this PD to AZ/US and/or government teachers on February 10th? Those teachers could use the 306 courses or Diversity Foundations with their students.

Thank you,
Jenn

Jennifer Mundy

K-12 Social Studies Curriculum Coach

6330 W. Thunderbird Road

Glendale, AZ 85306



From: Jessica Golden [REDACTED]
Sent: Thursday, January 21, 2021 11:18 AM
To: Jennifer Mundy <JMundy@pusd11.net>
Subject: Re: [EXTERNAL] Plans for Black History Month?

This message originated from outside our district.

Hi Jenn,

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On Thu, Jan 21, 2021 at 9:31 AM Jennifer Mundy <JMundy@pusd11.net> wrote:

Hi Jessica,

I do have resources that I share, but would love to add these. What grade levels are they for, and would you be available to do a professional development session with those grade levels on February 10th from 2-3:30PM (virtually)?

Thank you,
Jenn

Jennifer Mundy

K-12 Social Studies Curriculum Coach

6330 W. Thunderbird Road

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Email jmundy@pusd11.net



Every Student. Every Day. Prepared to Shape Tomorrow

From: Jessica Golden [REDACTED]
Sent: Thursday, January 21, 2021 8:05 AM
To: Jennifer Mundy <JMundy@pusd11.net>
Subject: [EXTERNAL] Plans for Black History Month?

This message originated from outside our district.

Hi Jennifer,

Black History Month is just over a week away and it is such an important time in our country to recognize the accomplishments of Black Americans. Do Peoria Unified School District teachers have lesson plans to recognize the month?

To make planning easy, EVERFI has three digital, supplemental programs available at no-cost for 8-12th grade educators. All digital programs can be completed as asynchronous learning and include automatically graded pre and post assessments. Below are brief descriptions for each of

To: Nichole Barberio; Jessica Golden
Subject: RE: [EXTERNAL] Plans for Black History Month?
Date: Monday, January 25, 2021 6:41:18 PM

Hi ladies,

I've looked at 306 African American History and 306 Continuing the Story. African American History says Grades 9-12 and Continuing the Story says Grades 8-12. (I'm kind of surprised by this as Continuing the Story definitely dives into current hot topics-African American History is "safer" we'll say. When I look it up online though, it says both are for 8-12.

Jennifer Mundy

K-12 Social Studies Curriculum Coach

6330 W. Thunderbird Road

Glendale, AZ 85306

Ph. 623-412-5301

Email jmundy@pusd11.net



From: Nichole Barberio [REDACTED]
Sent: Monday, January 25, 2021 4:22 PM
To: Jessica Golden [REDACTED]
Cc: Jennifer Mundy <JMundy@pusd11.net>; Michele Bentivegna <MBentivegna@pusd11.net>
Subject: Re: [EXTERNAL] Plans for Black History Month?

This message originated from outside our district.

Hi Jenn & Michele,

Here you will find the descriptions for the two trainings in addition to the 5 minute teacher prework.

Regarding the rosters on multiple campuses, I thought it might be simpler to include a 60-second google form to capture which registered teachers have rosters on multiple campuses rather than you two having to track down registered teachers and add it to a spreadsheet. This link is included in the prework for teachers to fill out.

Yes, if you decide to have STEM teachers join us, I am happy to show those resources as well. Please let me know if they do so I can prepare my presentation accordingly.

Finally, when they are ready please send me the two calendar invites for the 10th with the Teams

From: Jennifer Mundy
To: Michele Bentivegna; Dr. Kendra Bell; Marla Woolsey
Subject: RE: Everfi 306 Course
Date: Thursday, February 4, 2021 6:31:00 PM

They do have content for K-5. There is stuff for ELA, science, PE, and social emotional, I believe. The programs they offer are listed below.

- **WORD Force (K-2nd grade, 15 10-min lessons)** Letter sounds, phonics, spelling, vocabulary
- **Healthier Me: Elementary (1-4th grade, 2 10-min lessons)** Building a balanced meal, nutrition, benefits of exercise/stretching
- **The Compassion Project (2-4th grade, 3 30-min lessons)** Compassion, mindfulness, empathy
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Jennifer Mundy

K-12 Social Studies Curriculum Coach

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Glendale, AZ 85306

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Email jmundy@pusd11.net



From: Michele Bentivegna <MBentivegna@pusd11.net>

Sent: Thursday, February 4, 2021 5:18 PM

To: Dr. Kendra Bell <KBell@pusd11.net>; Jennifer Mundy <JMundy@pusd11.net>; Marla Woolsey <MWoolsey@pusd11.net>

Subject: RE: Everfi 306 Course

A rough guess is that we have been using Everfi for about tens years, give or take a year or two.

Everfi is not free but Peoria does not pay for it. They get (corporate) sponsors to pay for the cost.

Grade levels are middle school and high school. I am not sure if they have content to K-5. Jenn, do you know?

I believe CTE works with Everfi to provide access to our teachers.

From: Dr. Kendra Bell <KBell@pusd11.net>
Sent: Thursday, February 4, 2021 5:01 PM
To: Jennifer Mundy <JMundy@pusd11.net>; Marla Woolsey <MWoolsey@pusd11.net>
Cc: Michele Bentivegna <MBentivegna@pusd11.net>
Subject: Re: Everfi 306 Course

How long have we been using Everfi and for what grade levels? Do we pay for this or is it a free resource? Is it included on our Supplemental approved resources?

From: Jennifer Mundy <JMundy@pusd11.net>
Sent: Thursday, February 4, 2021 8:53 AM
To: Dr. Kendra Bell <KBell@pusd11.net>; Marla Woolsey <MWoolsey@pusd11.net>
Cc: Michele Bentivegna <MBentivegna@pusd11.net>
Subject: Everfi 306 Course

Good morning,

Per our conversation last week about the Everfi PD next Wednesday for 6th-8th grade teachers, specifically the 306 digital program for 8th graders, I reached out to Jessica Golden and Nichole Barberio from Everfi. Jessica and Nichole will be facilitating the PD session next week. Jessica provided the attached documents along with the course descriptions below for you to include in what you send out to administrators. (The 4th PDF is the program for high school - Everfi is doing a PD session next Wednesday for high school teachers as well so I attached that one pager too in case you want to look at it.)

Continuing the Story is the program I know will raise questions so the *306 Parent Letter* may be a good idea. On the other hand, I don't want to make something a big deal that really a lot of schools haven't had any issues with so far.

- **306: African American History** informs and inspires students through the stories of important Black leaders and historical events, whose impact changed the fabric of American life. 306 uses important primary texts and compelling vignettes to communicate this history in a way that builds shared values and inspires students to become tomorrow's leaders.
- **306: Continuing the Story** works to inform and inspire today's students by telling stories about the Black experience in the United States; empower students through the counter-storytelling of Black perspectives across generations; elevate history as a lens to understand current events; and transform students' perception of the world around them.

You mentioned inviting Cabinet members to the PD session next week. Here is the Teams link to join if they are interested: [Click here to join the meeting](#)

Please let me know if you need anything else from me.

Thank you!
Jenn

Jennifer Mundy

To: [Dr. Kendra Bell](#); [Marla Woolsey](#)
Subject: Everfi 306 Course
Date: Thursday, February 4, 2021 8:45:06 AM
Attachments: [306 One Pager Overview.pdf](#)
[306 Continuing the Story Outline.pdf](#)
[306 Parent Letter.docx](#)
[Diversity Foundations for High School.pdf](#)

Good morning,

Per our conversation last week about the Everfi PD next Wednesday for 6th-8th grade teachers, specifically the 306 digital program for 8th graders, I reached out to Jessica Golden from Everfi. Jessica and Nichole will be facilitating the PD session next week. She provided the attached documents along with the course descriptions below for you to include in what you send out to administrators. Continuing the story is the one I know will raise questions so the Parent Letter may be a good idea. On the other hand, I don't want to make something a big deal that really a lot of schools haven't had any issues with so far.

- **306: African American History** informs and inspires students through the stories of important Black leaders and historical events, whose impact changed the fabric of American life. 306 uses important primary texts and compelling vignettes to communicate this history in a way that builds shared values and inspires students to become tomorrow's leaders.
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The 4th PDF is the program for high school. Everfi is doing a PD session next Wednesday for high school teachers as well so I attached that one pager too in case you want to look at it.

Please let me know if you need anything else from me.

Jenn

Jennifer Mundy

K-12 Social Studies Curriculum Coach

6330 W. Thunderbird Road

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Ph. 623-412-5301

Email jmundy@pusd11.net



Every Student. Every Day. Prepared to Succeed Tomorrow

From: [Jennifer Mundy](#)
To: [Dr. Kendra Bell](#)
Subject: Clarification
Date: Thursday, February 4, 2021 6:28:00 PM

Also, you didn't ask for them, but here are the course descriptions in PDM just in case. And just to clarify, the parent letter is only going home in 8th grade and not high school, correct?

6-8 History and Social Science: Everfi - Explore Actions Matter/Honor Code, Vault: Understanding Money (6th Grade), Character Playbook (7th Grade), and 306 (8th Grade). Everfi's standards-aligned lessons can be implemented in person or virtually. With just a couple of clicks, you can grant student access to gamified, ready-made, and automatically graded lessons. Leave this training fully set up to implement one or more lessons with students!

High School History and Social Science: Everfi -Explore newly released modules for history (306 and Diversity Foundations) and economics resources (Money Moves and Marketplaces). Everfi's standards-aligned lessons can be implemented in person or virtually. With just a couple of clicks, you can grant student access to gamified, ready-made, and automatically graded lessons. Leave this training fully set up to implement one or more lessons with students!

Jennifer Mundy

K-12 Social Studies Curriculum Coach

6330 W. Thunderbird Road

Glendale, AZ 85306

Ph. 623-412-5301

Email jmundy@pusd11.net



From: [Jessica Golden](#)
To: [Jennifer Mundy](#)
Cc: [Nichole Barberio](#)
Subject: [EXTERNAL] 306: Continuing the Story Resources
Date: Wednesday, February 3, 2021 2:53:35 PM

This message originated from outside our district.

Hi Jenn,

Glad we had a minute to catch up and discuss 306: Continuing the Story. I have provided an overview blurb for the Weekly Whistle + to share with cabinet members:

Overview Blurb:

306: Continuing the Story works to INFORM & INSPIRE today's students by telling stories about the Black experience in the United States; EMPOWER students through the counter-storytelling of Black perspectives across generations; ELEVATE history as a lens to understand current events; and TRANSFORM students' perception of the world around them.

Course Level Learning Objectives:

- Draw connections between shaping historical events, in the nineteenth and twentieth centuries to modern events.
- Recognize and empathize with the challenges Black people experience in the U.S. and the relevance of these challenges to the overall Black experience.
- Identify notable Black figures within the business and medical sector and the impact of their accomplishments in their respective fields, and in larger society.
- Reflect on the content they have engaged with using themes of inequity and discrimination.

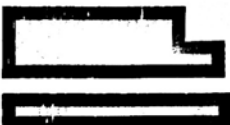
[Parent Letter](#): Copy and paste to put unique school and any additional notes
[306 One Pager Overview](#)
[306: Continuing the Story Course Outline](#)

Please let us know if you need anything else!

Best,
Jessica

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Jessica Golden, M.Ed
Senior Director, K-12 Programs
Phoenix, Arizona
Pronouns: She/Her/Hers



From: [Jessica Golden](#)
To: [Jennifer Mundy](#); [Michele Bentivegna](#)
Cc: [Nichole Barberio](#)
Subject: [EXTERNAL] [3 minute favor] Reference for EVERFI Programs
Date: Monday, February 1, 2021 12:26:18 PM

This message originated from outside our district.

Hi Jenn and Michele,

I hope you both had a good weekend!

EVERFI has recently submitted a proposal for RFP 21-28MP Supplemental Educational Resources with Mesa Public Schools and SAVE- this will ultimately give any district in Arizona the opportunity to adopt the same agreement with EVERFI. EVERFI's resources, training, and support continue to be available at no cost but the RFP allows us to formalize partnerships and reach new districts.

As part of the proposal, we have been asked to identify district references for our programs. Will you please take 3 minutes to complete [this vendor reference form](#) by **Friday, February 5 at 5:00 PM?**

- Vendor Name: EVERFI
- Program Title you are providing the reference for (We have confirmed you can include all EVERFI courses on one form): The Compassion Project, Vault: Understanding Money, Ignition: Digital Wellness & Safety, Character Playbook, Sustainability Foundations + Plants, Animals, Our World, Venture, Honor Code, EVERFI Financial Literacy, Marketplaces, Money Moves, Pathways, Keys to Your Future, 306, Diversity Foundations, and BINAH.

We will not be able to see these answers, only Mesa Public Schools will have that information, which will be kept confidential. If you do not wish to participate, please email Kristy Hamm, Procurement Specialist Supervisor, for Mesa Public Schools (kshamm@mpsaz.org) with "No Comment."

Thank you for your help and support!
Jess & Nichole

--

Jessica Golden, M.Ed
Senior Director, K-12 Programs
Phoenix, Arizona
Pronouns: She/Her/Hers

From: [Jessica Golden](#)
To: [Michele Bentivegna](#); [Jennifer Mundy](#)
Cc: [Nichole Barberio](#)
Subject: [EXTERNAL] Align to Scope & Sequence?
Date: Friday, February 26, 2021 1:22:44 PM

This message originated from outside our district.

Hi Jenn and Michele,

Happy Friday! Nichole and I connected with Tammy Waller this week and sang your praises about how great it has been to work with the two of you + she in return talked about how well you have handled pushback regarding specific topics :)

One of the takeaways in the conversation was thinking about how we can continue to support our districts in aligning EVERFI content to the district's scope & sequence for Social Studies. We did this for Mesa and this allowed us to identify new programs that fit but also made it clear where EVERFI programs can be utilized to address their standards when preparing their units. **Would it be helpful for Nichole and I to align to the Peoria Scope and Sequence for Social Studies?** If so, feel free to send over your K-12 documents and we'd be happy to do the work!

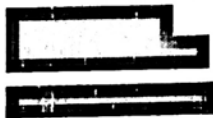
Example: 8th Grade Citizenship and Civic Engagement

Unit 5: Human Rights-- 306: African American History, Lesson 4 to address Civil Rights, BINAH: Building Insights to Navigate Antisemitism & Hate, Lesson 1 to address genocide, and 306: Continuing the Story, Lessons 1 and 2 to address contemporary social and political movements

Unit 6: Globalization-- Sustainability Foundations & Plants, Animals, Our World to address environmental issues.

Best,
Jess
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