embracerace

The Color-Brave Fellowship for Classroom Educators, 2027–28

Help children learn about race with skill and courage

A nine-month fellowship for PreK–8 educators building color-brave classrooms.

Sign up for updates and an info session
Applications open February 1, 2027



Children are learning about race in classrooms and child care, whether or not adults are teaching it

It starts early

Infants respond to racial differences within their first months. By preschool, many children have begun to absorb the racial biases around them.

Silence teaches too

When adults avoid the topic or take a "colorblind" approach, children still form racial biases. Silence doesn't prevent them.

Schools shape it at every level

Classroom practice matters. So do school culture, policies, institutional norms, and the decisions leaders make every day.

Educators tell us they want **sustained, role-specific spaces** to deepen this work, just as equity-focused professional learning has become harder to find. This fellowship is our answer.



Sources: Kelly et al., *Developmental Science*, 2005; Pahlke, Bigler & Suizzo, *Child Development*, 2012; Perszyk et al., *Developmental Science*, 2019.

About EmbraceRace

Since 2016, EmbraceRace has helped parents, caregivers, and educators raise children who are thoughtful, informed, and brave about race, from birth through middle school, with particular emphasis on early childhood.

Our work spans practical resources for adults, communities of learning, and national field-building in children's racial learning. The fellowship draws on all three, and on the **Color-Brave Caregiver Framework** at the center of our approach.



The fellowship builds on proven programs educators already use

Foundations of Color-Brave Caregiving

Our introductory course for caregivers and educators

Communities of Learning and Practice

Shorter-term cohorts for applied peer learning

Talking Race & Kids

Our long-running webinar series with researchers and practitioners

1,000+ people have taken part in our classes, cohorts, and workshops since 2022, and 60% have taken multiple offerings.

Alumni of these programs asked for something longer and deeper. The fellowship was built in response.



For PreK–8 classroom educators

The Color-Brave Fellowship for Classroom Educators

Practical skill and confidence for the conversations about race children are already having.

Build a color-brave classroom, grounded in how children actually develop

What fellows work toward

- **Understand race and racism:** how race was constructed, how racism operates at multiple levels, and how dominant norms shape what schools treat as "normal"
- **Know how children learn about race:** when and how children form ideas about race, and the roles educators and caregivers play
- **Examine your own lens:** how your racial identity shapes your teaching, your relationships with students, and your classroom
- **Put learning into practice:** talk with children about race, strengthen curriculum, and influence your school, with support from peers

Who it's for

- Classroom educators working with children in preschool through 8th grade. PreK educators are a core audience, not an add-on.
- Teachers and other educators in schools, child care, and early learning programs

Two cohort tracks. One for White educators and one for educators of color, because educators with different racialized experiences benefit from distinct entry points and spaces for growth. You choose your track. The Color-Brave Fellowship is open to PreK–8 educators who work directly with children.

The nine-session arc

Sessions 1–4: Children's racial learning, what research tells us, and caregiver roles

1. **Starting with self**
   Our identities as educators and humans; "color-blind" vs. color-brave perspectives
2. **Kids and race**
   Racial learning across age bands; practice through discussion and role play
3. **How to talk about race**
   Practical tools and language for real conversations with children
4. **Resetting and reflecting**
   Culture, values, and the Compassionate Self-Examiner way of being

Sessions 5–9: The environments, and the roles we play in them

5. **Classroom curriculum**
   The Brave Learner posture, whitewashed history, and media literacy tools for students
6. **Racial dynamics in the classroom**
   Bias, microaggressions, and responding to student-led racism and slurs
7. **Classroom solutions**
   How systemic racism shows up in schools, and what teachers can do about it
8. **Influencing systems beyond the classroom**
   Types of power and how to use your position to shift systems
9. **Protecting against burnout**
   Sustaining yourself, with practices shared by peers and facilitators

From Session 3 on, every session includes a **case consultation**: fellows bring real classroom scenarios and the cohort problem-solves together.

How the fellowship works

A real commitment, designed to fit a working educator's year.

2 hrs

Monthly full-cohort sessions

Nine sessions, September–May: shared learning, discussion, and case consultation, led by EmbraceRace facilitators

1 hr

Monthly small group

Peer reflection and problem-solving in a smaller circle (for example by region, grade level, or subject)

~20

Fellows per cohort

Small enough to build trust and give honest feedback across nine months

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Sept–May

Nine months, following the school year

Fully virtual

Join from anywhere in the country

Outside school hours

Current cohorts meet one weekday evening each month

Light work between

Short readings and reflection between sessions

Who you'll learn alongside

Each cohort has about 20 fellows: small enough to build trust and give real feedback, wide enough to bring together an instructive range of experiences.

> Teachers and other educators in schools, child care, and early learning programs. Some cohorts may focus on public school educators from a single region.
>
> Fellows join one of two self-selected racial affinity tracks, one for White educators and one for educators of color, so conversations can start where each group actually is.

The first cohorts are under way. The fellowship launched in September 2026, and educators from New England are well represented. We'd love to see our home region well represented again in 2027–28.



From the first cohorts

In fellows' words

"I've been most struck by the importance of the language we use. I'm implementing the practice of being more direct when speaking with students. We call it race. We name things clearly. We don't shy away from thoughtful discussions and dialogue."

Classroom Educators fellow, 2026–27

"We're all trying to be better humans and it's so encouraging and gives me a lot of optimism and determination to bring the work straight back into my classroom."

Classroom Educators fellow, 2026–27

"Literally everyone who spends any time among children [should do this fellowship]… especially in such a supportive, warmly accountable, and welcoming group environment."

Classroom Educators fellow, 2026–27

Who leads the fellowship



Andrea Huang

Community Building & Learning Manager, EmbraceRace

Andrea oversees EmbraceRace's community learning programs, including classes, cohorts, workshops, and the fellowships, and leads our facilitator team.

Before EmbraceRace, she worked as a campus chaplain at universities across the Midwest, teaching and training students to grapple with the intersections of race, leadership, and justice. She is also a parent of four.

Facilitation grounded in research and practice

- Monthly sessions are facilitated by **EmbraceRace staff**, who bring years of experience in the classroom and leading learning communities for educators and caregivers.
- Content draws on EmbraceRace's **research-to-practice work** and the Color-Brave Caregiver Framework.
- Case consultations use a structured protocol, so each cohort's collective experience becomes part of the curriculum.



Cost and what schools gain

Classroom Educators

$250

per fellow. It costs about $1,875 to support each fellow; grants cover the other $1,625.

Fellow pays 13% | Grants cover 87%

Certificates of completion for all; professional development credits may be available.

Also offered: for school and district leaders

The EmbraceRace Fellowship for Education Leaders

Nine months of learning and a capstone project for principals, instructional leaders, and district administrators leading change in their systems.

$1,800 per fellow. Learn more at embracerace.org/community/fellowships.

What you and your school or program gain

- Educators with shared language and practical strategies on race and children's racial development
- Stronger partnerships with families on conversations about race and identity
- Learning that spreads to colleagues through daily practice



Partner with us

Schools, districts, networks, and funders can help more educators take part.

Sponsor educators

Schools, districts, and networks can sponsor one fellow or a team. Purchase orders are accepted.

Build a regional cohort

Talk with us about a cohort centered on educators from your region.

Underwrite a cohort

$37,500

supports a cohort of about 20 classroom educators

Grant support is what keeps the fellowship at $250 per educator.

To sponsor educators: Andrea Huang, andrea@embracerace.org

To support the program: Andrew Grant-Thomas, andrew@embracerace.org

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Apply for the 2027–28 cohorts



Applications open
February 1, 2027

Applications close
April 1, 2027

The online application takes about 20 minutes.

Want to stay in the loop?

Sign up for updates: we'll send you a 2-page flyer, an invitation to a 30-minute info session, and a reminder when applications open. To ask a question or sponsor educators, email Andrea Huang at andrea@embracerace.org.

Submitting an application does not guarantee admission. EmbraceRace is a fiscally sponsored project of Proteus Fund.

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