



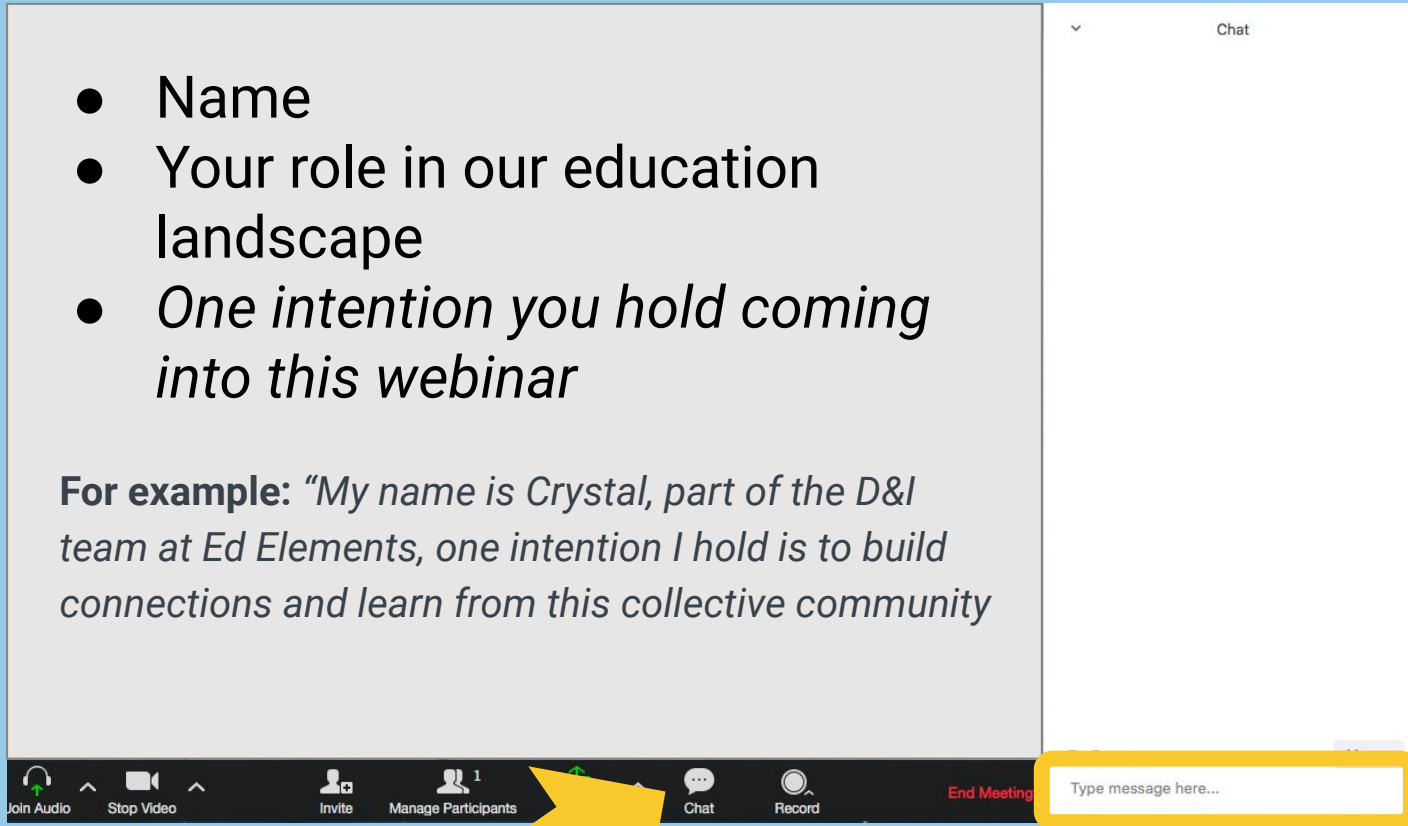
Equity Enacted:

Creating Solutions for Equitable & Inclusive Leadership

March 4, 2021

- Name
- Your role in our education landscape
- *One intention you hold coming into this webinar*

For example: *"My name is Crystal, part of the D&I team at Ed Elements, one intention I hold is to build connections and learn from this collective community"*



The image shows a Zoom meeting interface. On the left is a presentation slide with a light gray background containing a bulleted list and an example text. On the right is a white chat window with a dropdown arrow and the word 'Chat' at the top, and a text input field at the bottom. At the bottom of the screen is a black toolbar with icons for Join Audio, Stop Video, Invite, Manage Participants, Chat, and Record. A red 'End Meeting' button is on the right. A large yellow arrow points from the bottom center towards the 'Chat' icon in the toolbar.



Padlet



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#EquityEnacted

An illustration of a diverse group of people sitting at a long table, viewed from behind. The people are represented by stylized, flat-colored figures in various colors (brown, green, blue, yellow, red, etc.). They are seated at a long, light-colored table that runs horizontally across the image. A large, dark gray rectangular box is superimposed over the center of the image, containing the text.

The Goal: To provide a frame to build
one's ability to enact equitable change

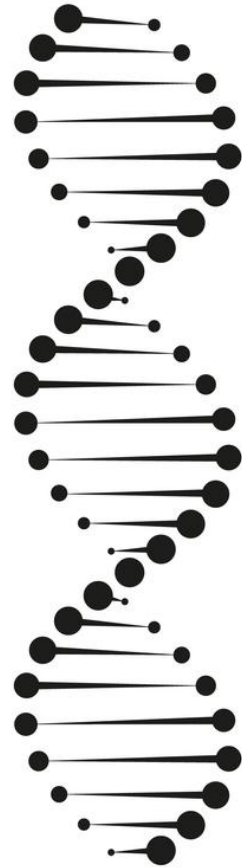
Look at the Mirror



... before the
Magnifying Glass

Leaders are the
human factors
and the “helicase”
to equity

Catalyst for change



Leaders: Catalyst for Equity

Learn something new to broaden your perspective and consciousness

Unlearn your beliefs, assumptions, habits, and perceptions of what is good/right

Relearn through discourse and reexamination

Jessica's Learning, Unlearning and Relearning

Learn: *What is something you've learned since last time?*

Women of Color in leadership - Honeymoon, Reality, Response & Retaliation

Unlearn: *What is something you are trying to actively unlearn?*

I am not what I produce. Rejecting a culture of "Quantity & Size"

Relearn: *What is something you are trying to relearn?*

The purpose of sharing & vulnerability (Fetishizing trauma)



Crystal's Learning, Unlearning and Relearning

Learn: *What is something you've learned since last time?*

Empathy in Redesigning Systems: simplification of empathy, informed empathy, false empathy

Unlearn: *What is something you are trying to actively unlearn?*

Need to affirm and validate others as a way to build trust, aimlessly validating

Relearn: *What is something you are trying to relearn?*

Actions may not speak louder than words, relearning to prevent my biased action



Psychological Safety

IN A **LOW** TRUST ENVIRONMENT:

No one wants to look ignorant, incompetent, intrusive, or negative.

IN A **HIGH** TRUST ENVIRONMENT:

Individuals and teams trust that they will **not** be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes

Asking
questions

Sharing
mistakes

Offering new
ideas

Challenging
the status quo

Psychological Safety w/ an Equity Lens

Sharing mistakes

Asking questions

Offering new ideas

Challenging the status quo

Sharing mistakes, learnings + experiences

Asking questions with depth and range

Sharing the load

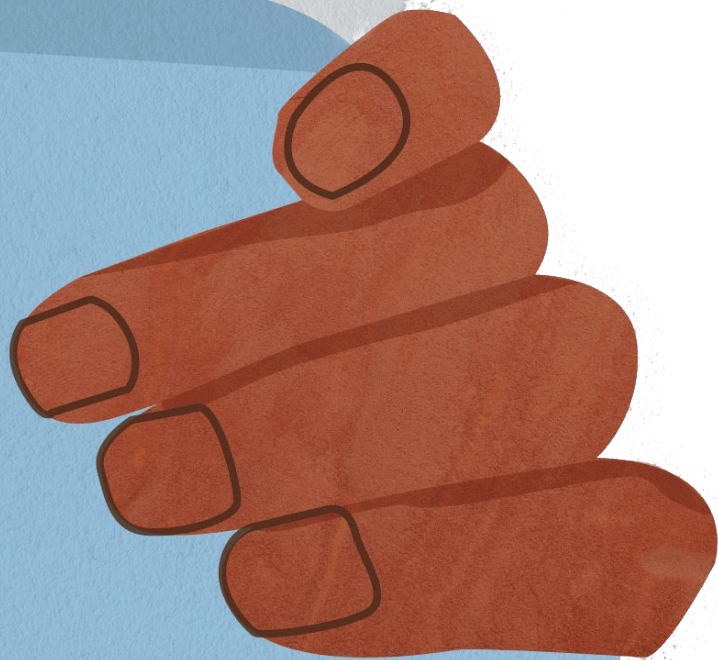
Clarity on explicit and implicit team values

Both/And

Openness in receiving questions

Something will come from the ideas

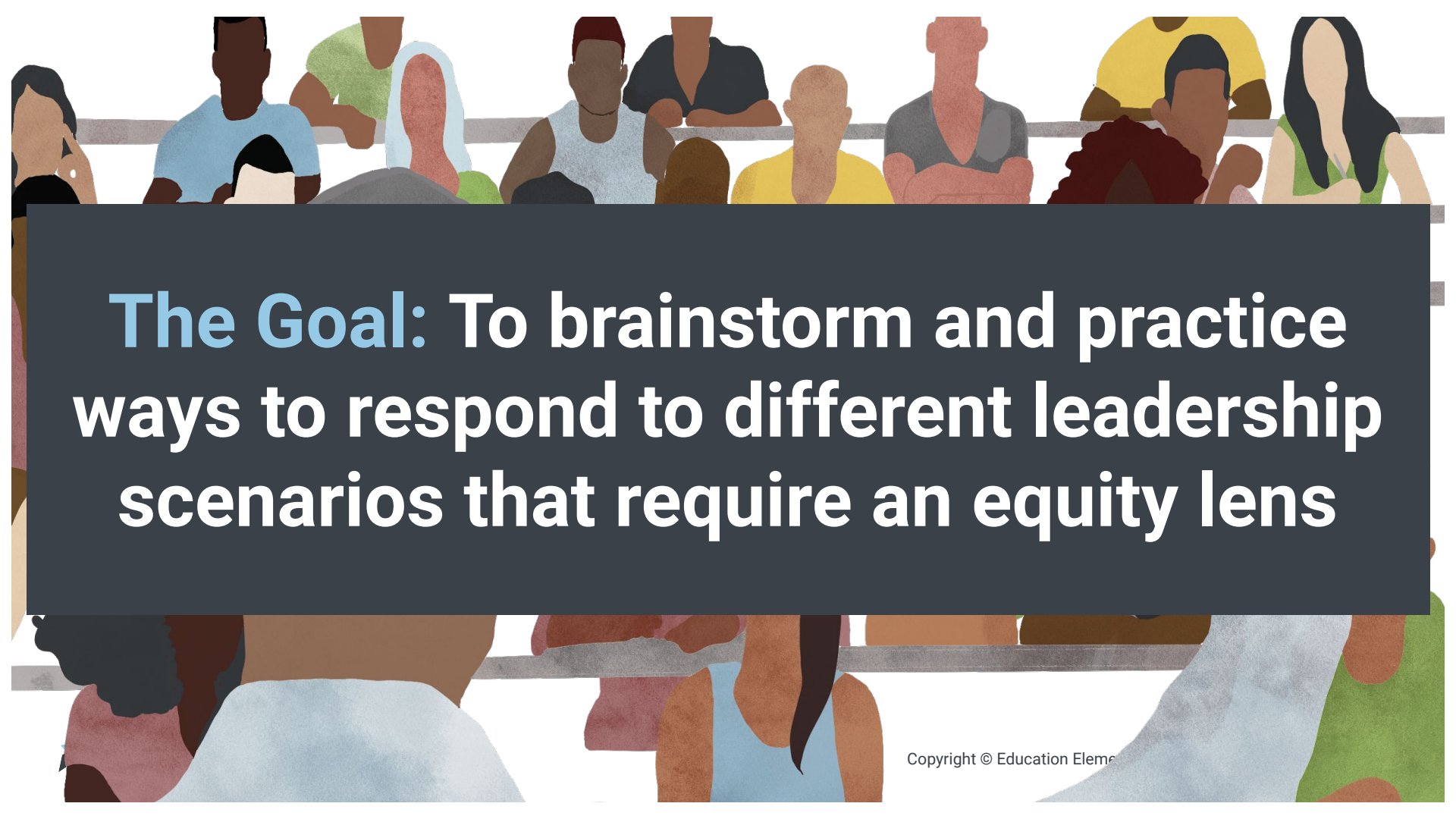
Spirit of Advocacy & Preparedness



What is something
you are **learning**,
unlearning, and
relearning?

[Padlet](#)



The background of the slide features a stylized illustration of a diverse group of people sitting in a row, representing an audience or community. The individuals are depicted from the chest up, with various skin tones, hair colors, and clothing. They are arranged in two rows, with some people in the front row and others slightly behind them. The illustration is composed of flat, solid colors and simple shapes, giving it a modern, graphic feel.

The Goal: To brainstorm and practice ways to respond to different leadership scenarios that require an equity lens

Diversity

/də'vərsədē,dī'vərsədē/

noun.

the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

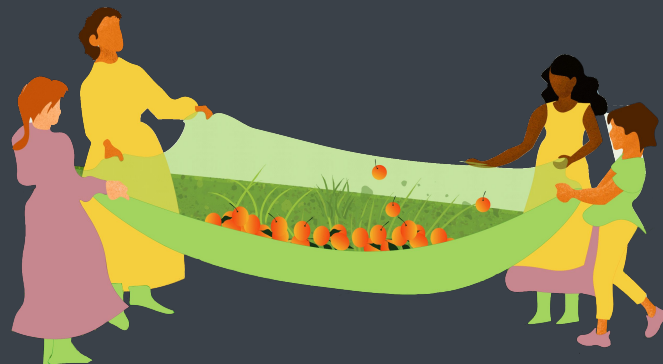


Inclusion

/in'klōōZHən/

noun.

the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. **FEEL FREE TO REWORK THIS.**



Belonging

/bɪˈlɒŋ/

noun.

A measurement of the effectiveness of inclusion efforts. Belonging is a sense of fitting in or feeling like you are an important member of a group.



Equality

/ə'kwälədē/

noun.

the state of being equal, especially
in status, rights, and opportunities.
Fairness



Equity

/ˈekwədē/

noun.

the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

the quality of being fair and impartial.

justice according to natural law or right; specifically, freedom from bias or favoritism



Equity

/ˈɛkwədē/

noun.

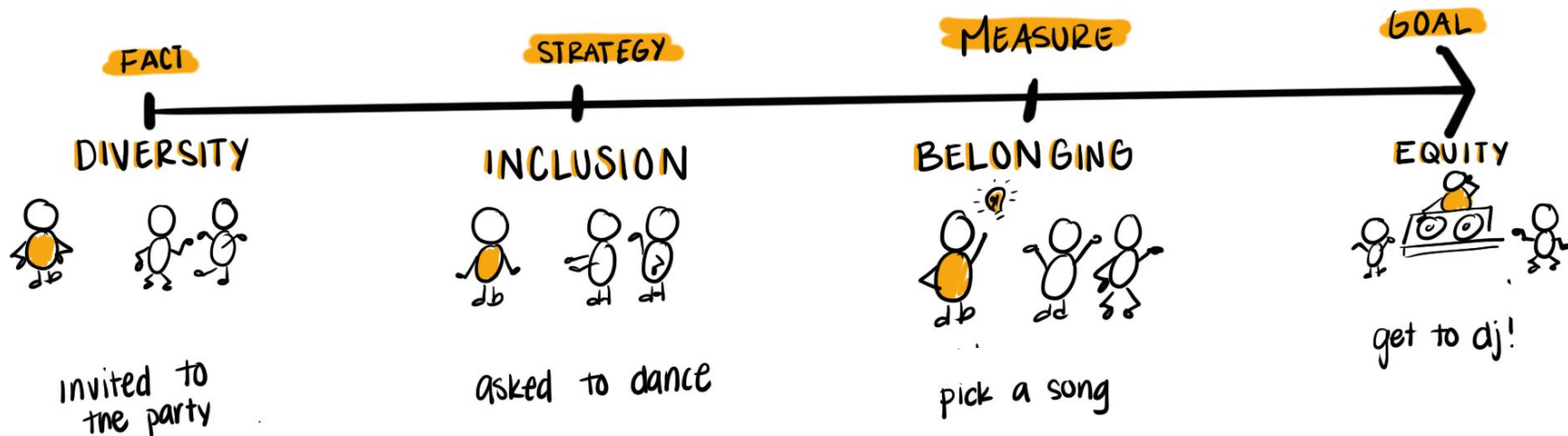
The acknowledgment & understanding of diverse identities, backgrounds, and degrees of proximity to historical oppression and the subsequent establishment of informed & tailored support through systems, practices & evolving norms



*Creation and action centered
around **equality** may lead to
inequitable outcomes*



Recap



“Diversity is a fact, **inclusion** is a strategy, **belonging** is a measure, and **equity** is the goal.”

-Dereca Blackmon

Scenario 1:



Learn

Unlearn

Relearn

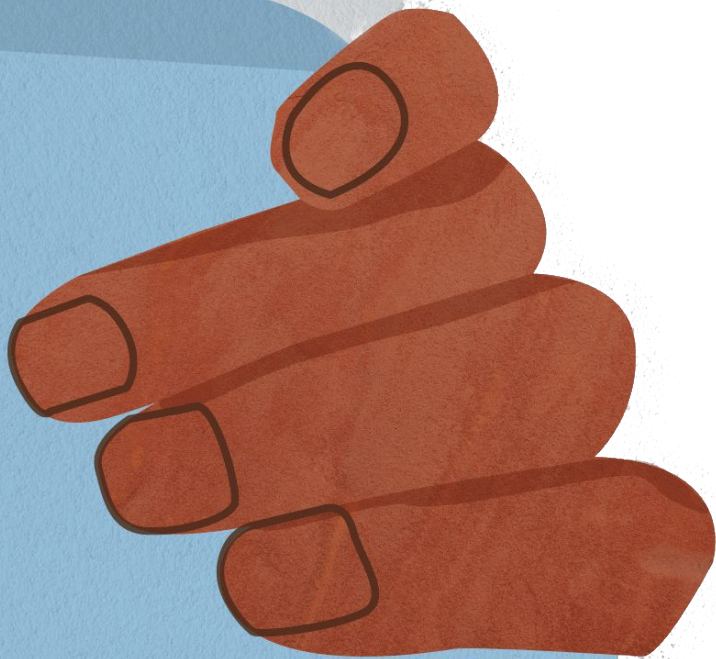
Prioritizing privacy helps ensure the person receives the feedback.

Learn

Unlearn

Relearn

Equality or equity of response and approaches does not mean equity of outcomes or experience



What is something you
are **learning**, **unlearning**,
and **relearning** based
on this scenario?

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Scenario 2:



Learn

Unlearn

Relearn

There is not one “right way” to do equity work or combat injustice. There are wrong ways, harmful ways - but not one sole right way.

Both/And applies to what marginalized communities need. Not just their experiences or the solutions we generate.

Learn

Unlearn

Relearn

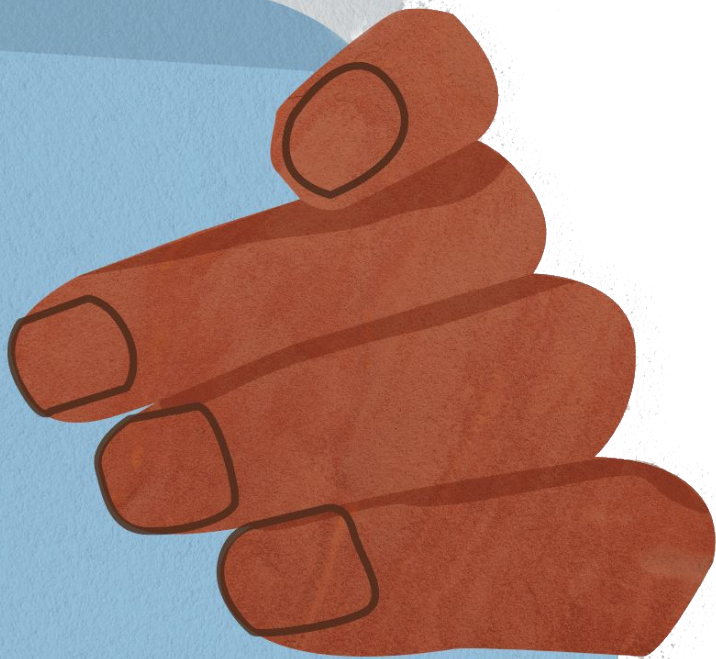
Being a person of color does not mean I have not internalized white dominant culture.

“

As women, we must root out internalized patterns of oppression within ourselves if we are to be on the most superficial aspects of social change.

- Audre Lorde, *Sister Outsider*

”



What is something you
are **learning**, **unlearning**,
and **relearning** based
on this scenario?

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Dominant Culture

/ˈdämənənt kəlCHər/

noun.

a cultural practice that is dominant within a particular political, social or economic entity, in which multiple cultures are present. It may refer to a language, religion/ritual, social value and/or social custom. These features are often a norm for an entire society.



Look at the Mirror



... but make sure you
include diverse mirrors

Tea Time

Weekly practice with relevant scenarios of leadership situations that require an equity lens.

Sign up to RSVP at the link in the chat!

RSVP NOW



Next Week's Scenario



What are we working on learning/ unlearning/ relearning now?



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Racial Illiteracy

/ˈrāSHəl i(l)lɪdərəsē/

noun.

Miseducation around what racism is, and subsequent strategies and ideologies that reflect such misunderstandings (e.g. individualism and colorblindness; defensiveness; and a need to protect (rather than expand) one's worldviews)



Racial Literacy

/'rāSHəl līdərəsē/

noun.

a concept developed by sociologist France Winddance Twine for methods of teaching children as well as adults **how to identify** routine forms of racism and to develop strategies for countering it and coping with it.



Learn

Unlearn

Relearn

Feedback is best received in a culture of trust and care.

Learn

Unlearn

Relearn

Immunity to feedback may live in fear of judgement or a fixed mindset which is the offspring of perfectionism

Learn

Unlearn

Relearn

Lowered expectations does not equate to empathy.