

# Equity Leadership & Influence

Poudre Staff Equity Coalition



Due East Educational  
Equity Collaborative

# Let's Connect!

Coffee is better than tea in the morning.

What wakes you up and gets you going?





# Let's Connect!

Mountain living is better than beach living.

Describe the ideal view outside of a picture window in your house.





# Let's Connect!

Teachers unions are good for advancing equity.

What are your go-to sources for improving your practice?



# Let's Connect!

In-person teaching is more challenging since distance learning.

Share a recent funny story or moment of joy from your work.





# Let's Connect!

In order to ensure equity, I believe all schools in a district need to be tightly adhering to the same plan.

What is the role of this coalition in creating consistency and/or supporting flexibility in equity work in PSD?



# No Stone Unturned

A Journal for Antiracist Equitable Pedagogy



MARCELINE S. DUBOSE  
TESS M. ORMSETH

## Quick Write

- Page 67 (Antiracist, equitable learning environments look, sound, and feel like...)
- Discuss: How difficult or easy is it for you to influence your colleagues towards this vision?

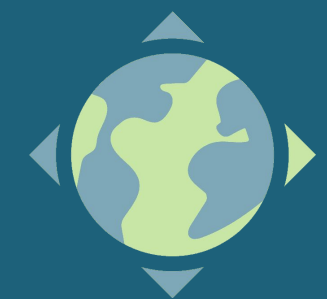


# Equity Will

- What are the knowledge and skills I need to be **a threat to the existence of inequity** in my sphere of influence?
- Do I have the **will** to be that threat?

“If you can organize your family, you are a great organizer.”

–Alicia Garza, founder of BLM





**How do you organize and  
influence within your sphere of  
influence?**

**What Equity Leader Posture do  
you take?**







**What are the strengths and challenges of each of these roles?**

**How would you describe your equity leadership?**







Equity Farmer



Equity Coach

How would your equity leadership look different if you were an equity farmer or equity coach? What are the strengths and challenges of each of these roles?



# Navigating Resistance

TO RACIAL EQUITY and JUSTICE

(Group, Interpersonal, and Personal)



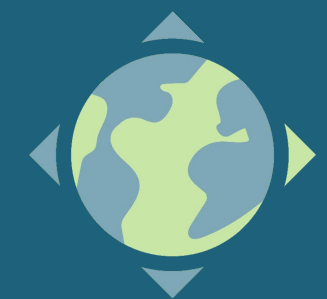
Due East Educational  
Equity Collaborative



# Why do we experience resistance?

- disrupting existing power and privilege structures
  - unsettling people's hierarchical place in the system and the merit of their status
- upsetting what people are 'used to' and 'how it has always been'
- countering some narratives people have been told their whole life
- challenging people's beliefs

Systems of inequality maintain and replicate with the collusion of individuals.



# Sometimes resistance is...

- **Loud, vocal, and visible**
  - It might look like a person or group making public statements or taking actions that challenge equity and justice.
- **Stubborn and obstinate**
  - People or groups refusing to participate or collaborate to create or expand equity and justice
- **Passive aggressive**
  - It could look like lobbying colleagues or leadership behind the scenes to resist equity and justice measures.
- **Lethargic or stuck**
  - Cycling through analysis paralysis with little movement or action
- **Self-centering**
  - Focusing on personal feelings (guilt, fear, confusing, etc.) over systemic progress
- **Purely saboteur**
  - Refusing to acknowledge the existence of racism, inequity, or oppression or the need for systemic change. Actively working to uphold systemic inequities.

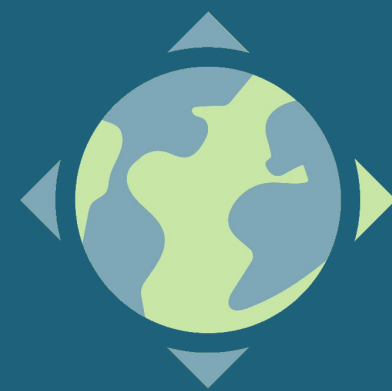




**First, we must make the decision of whether to engage in productive dialogue with a resistor or to shut it down from the start...**

**THIS DECISION OFTEN HINGES ON THE PERCEPTION OF THE INTENTION ON THE PART OF THE RESISTOR.**

*Note: We must be good stewards of our energy and equity work.*



# Let's revisit: Purely Saboteur



- **Respond vs. Engage**
  - Pre-plan a *short* response grounded in your values and beliefs
- **Have an exit plan**
  - To avoid engagement, have a firm end to the conversation





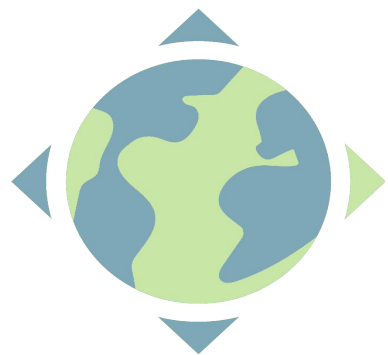
# Know who your audience is:

*The people who are impacted by inequity, those working to expand equity or those persuadable to contribute to expanding equity, not the actual saboteur(s).*



# The Recipe:

1. *Your belief/values statement...*
2. *Your concern...*
3. *Your action...*
4. *Your exit...*

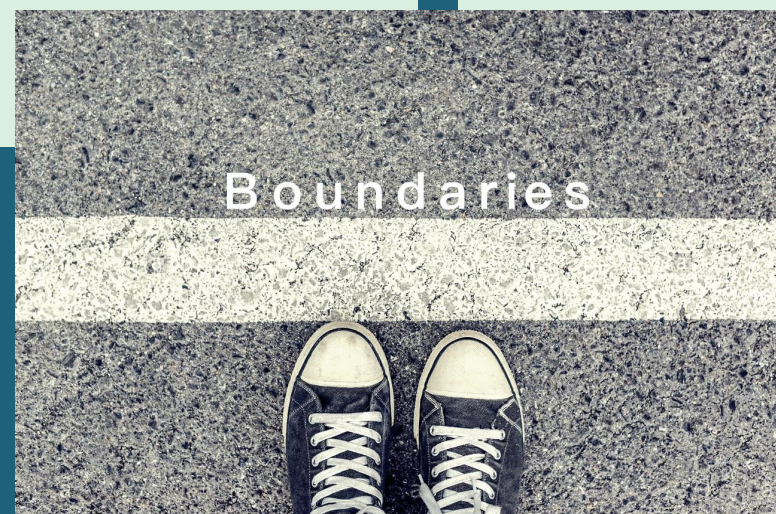




# An Example:

"I value truth and justice. I don't believe the current state of our schools or curriculum consistently deliver either of these, and so I will continue to work in all ways I can think of to exalt truth and create justice in our schools."

"I don't feel you're here with good intentions or to find solutions, so I will not engage in this conversation." **OR** "I don't feel this conversation is productive, so I will not engage further."



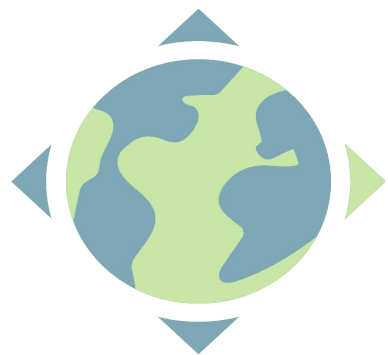
# Let's Practice!

1. *Write your belief/values statement...*
2. *Write your concern...*
3. *Write your action...*
4. *Write your exit...*



*Now, say it out loud...*

*(awkwardly, to yourself, in the mirror, then to a friend/family member/colleague 😊)*





# A Resource!

[bit.ly/TeamEquityPlan](https://bit.ly/TeamEquityPlan)



## Educational Equity Team Action Plan

Recent equity strengths or accomplishments:	Equity challenges or emerging concerns:
<b>What</b> —What equity goals or actions would the team like to accomplish?	
<b>Why</b> —Why is this equity goal important? How will accomplishing this goal expand equity?	
<b>Data</b> —What data influenced or informed this goal? What data is needed to implement the program or project?	
<b>How</b> —List -high level next steps, actions or decisions- how will the team accomplish equity goals. <ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul>	
<b>Roles and Responsibilities</b> —What roles and responsibilities will each team member have?	<b>Barriers</b> —What barriers may get in the way of the equity goal? How will the team mitigate barriers?
<b>Next Steps</b> —What are the team's most immediate next steps? Set a timeline for each immediate next step. <ol style="list-style-type: none"><li>1.</li><li>2.</li><li>3.</li><li>4.</li><li>5.</li><li>6.</li><li>7.</li></ol>	

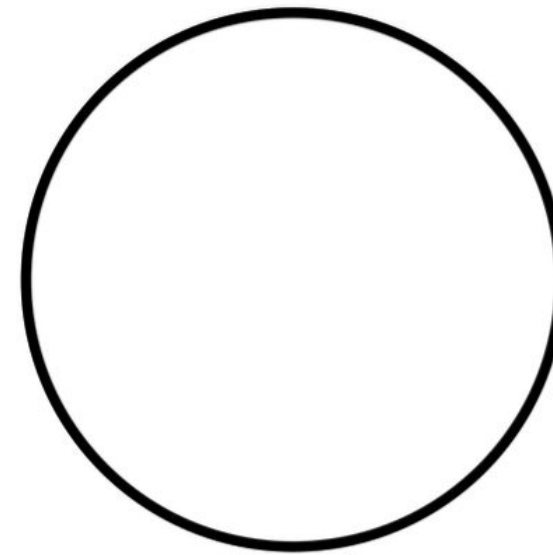
Notes/Comments:



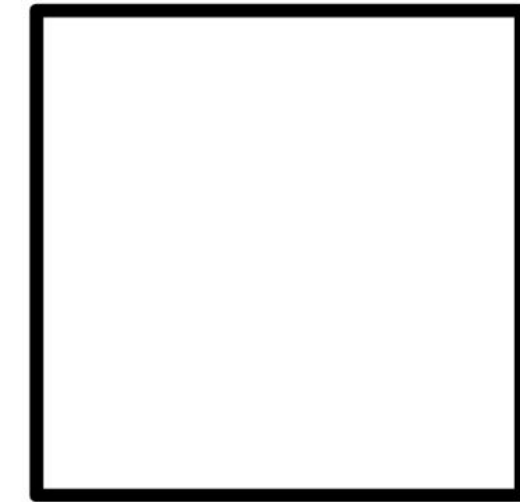
# Reflection

- Something circling in your mind
- Something that squares with your beliefs
- A point you would make about what we discussed today

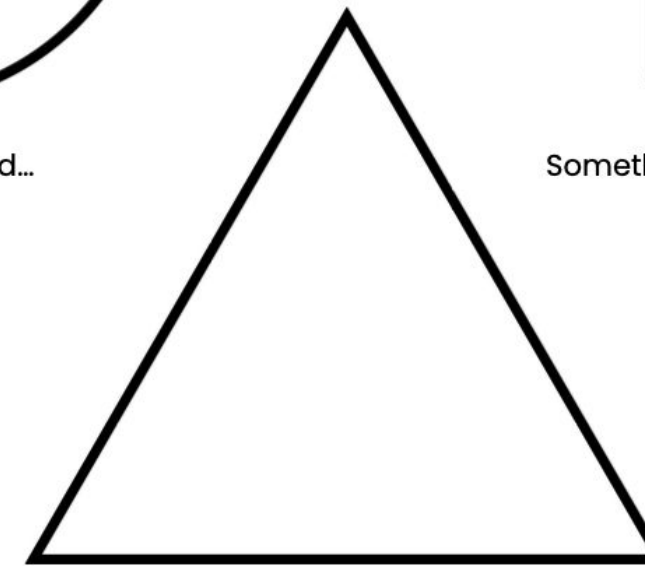
## Session Reflection



Something circling in my mind...



Something that squares with my beliefs...




A point I would make...





# Questions? Comments?

 @due\_east\_equity

 @Due\_East\_Equity

 @DueEastEquity

