



*“When we talk about that which will sustain and nurture our spiritual growth as a people, we must once again talk about the importance of community. For one of the most vital ways that we sustain ourselves is by building communities of resistance, places where we know we are not alone.”*

- bell hooks, *Teaching to Transgress*

# Leading for Equity Institute

## Sample Agenda

### Institute Purposes

**1.) Build a common space to explore and engage the following questions:**

- What does working towards educational equity mean to me?
- How does oppression impact educational experiences for adults and children in our system?
- What’s required of me to deepen the quality of dialogue and relationships necessary to impact change at my school/organization?

**2.) Explore what it means to take leadership around issues of educational equity in my local context:**

- Identify and examine a core equity challenge in my leadership, school, or work.
- Identify the places where I get stuck in trying to address this equity challenge.
- Reflect on my beliefs and feelings about taking leadership for equity in my classroom, school, or organization.

## THURSDAY: Setting a Context and Building Community

*“When we begin listening to each other, and when we talk about things that matter to us, the world begins to change. Everyone has the capacity to be able to figure out how to make a difference. Listening and talking to one another heals our divisions and makes us brave again.”*

- Margaret Wheatley, *Turning to One Another*

<b>7:00 pm</b>	<b>Welcome &amp; Introductions</b>
	Community Activity: Diversity Rounds
	Institute Overview
	Introduction to Constructivist Listening
<b>9:00 pm</b>	<b>Good Night!</b>

## FRIDAY: Leading from the Inside-Out

*“It takes courage to look in the mirror and see past your reflection to who you really are when you take off the mask, when you’re not performing the same old routines and social roles. It takes courage to ask: How did I become so well-adjusted to injustice?”*

- Cornel West

<b>From 7:00 am</b>	<b>Breakfast</b>
8:30 am	Good Morning! Today’s Overview
	Building Our Learning Community
	Perspectives on Equity
	Changing the Discourse/Implicit Bias
<b>12:00 pm</b>	<b>Lunch</b>
	Personal Experience Panel #1
	Support Group #1
	Think/Work Time
	Written Reflections
<b>5:00 pm</b>	<b>Free Time</b>
<b>6:00 pm</b>	<b>Dinner</b>
<b>7:00 pm</b>	Cultural Sharing

### Proposed Community Agreements

Notice moments of discomfort & stay curious	Listen fully - with your ears, eyes, and heart
Speak your truth without blame or judgment	Be open to the experience of the Institute and each other

## SATURDAY: Exploring How to Take Leadership for Equity

*"It is our ability as leaders to discover our solid ground. It is summoning the discipline to focus attention in directions that cause discomfort, facing moral dilemmas in all their complexity. It is seeing past the self-interest...and cultivating the imagination and the generosity of spirit-in ourselves and those we touch-to focus on wrenching problems and yet not to lose heart, to open our hearts to sorrow without being paralyzed, to find in the world's suffering our bonds of humanity."*

- Diana Chapman Walsh

<b>From 7:00 am</b>	<b>Breakfast</b>
8:30 am	Good Morning! Today's Overview
	Understanding the Context We're In: Racial Equity Lens
<b>12:00 pm</b>	<b>Lunch</b>
	Personal Experience Panel #2
	Support Group #2
	Emotions & Leading for Equity
	Think/Work Time
	Written Reflections
<b>5:00 pm</b>	<b>Free Time</b>
<b>6:00 pm</b>	<b>Dinner</b>

**After dinner - Fun, games, and relax!**

## SUNDAY: Taking It Up!

*"The future comes from where we are now. The future won't change until we look thoughtfully at our present. We have sufficient human capacity to think and reflect together, to care about one another, to act courageously, to reclaim the future."*

- Margaret Wheatley, *Turning to One Another*

<b>From 7:00 am</b>	<b>Breakfast</b>
8:30 am	Good Morning! Today's Overview
	Taking it Forward
	Support Group #3
	Reflective Writing & Feedback
	Closing Circle
<b>12:00 pm</b>	<b>Lunch, Departures &amp; Farewell</b>