Leading for Educational and Racial Equity

You have to have the capacity and the ability to take what people did, and how they did it, and forgive them and move on.

- John Lewis

Nicole Anderson and Associates Consulting, L.L.C.
Four Agreements

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect/Accept Non-Closure
Avoiding Racial Equity Detours

equity while cementing, or even exacerbating, inequity. They can be more devastating than explicit racism because they do racism's work while consuming resources ostensibly earmarked for racial equity. They are the anti-anti-racism.

For example, people who study equity initiatives in schools have tracked educational leaders' tendencies, in the name of equity, either to implement deficit-oriented strategies, such as “gzt” initiatives that obscure inequity (Kohn, 2014) or, worse, to build equity efforts around debunked approaches that create more inequity, like the “mindset of poverty.” Some educational leaders inexplicably continue to embrace the “mindset of poverty” even
Data Dashboard Guiding Questions

(BREAKOUT ROOM DISCUSSION)

1. What does the data reveal?
2. What data may be missing?
3. What questions do you have about the data?
4. What equity gaps does the data reveal that may potentially be a focus area for DAC equity action planning?