



Light Bulb Project OUTCOMES: The Equity Seminar Series

PROJECT RECAP

Over the 2017-18 school year, CESD presented three Equity Seminars. Each seminar featured a dynamic speaker on the topic of educational equity.

- November 15th Walidah Imarisha “Why Aren’t There More Black People in Oregon?”
- January 3rd Carmen Xiomara Urbina “Developing an Equity Lens to Address Cultural and Linguistic Gaps of our System in order to Support our Students”
- April 4th Dr. Brianna Stiller “Changing School Culture to Support Gender Diversity”

Our partner districts received a special invitation from Superintendent Jada Rupley to attend the seminars, free of charge, while partner agencies and community members paid a very modest fee. Our partner districts assembled Equity Teams and participated in pre and post seminar conversations related to the work of acknowledging unconscious bias and dismantling systemic oppression in our schools. CESD Education Equity Coordinator Rudyane Rivera-Lindstrom and Teaching and Learning Education Consultant Leah Hinkle facilitated activities and planning sessions to assist districts in moving forward on their equity journeys.

NUMBERS

The Equity Seminar Series involved seven of our partner districts with Equity Teams ranging from five to over twenty members. The seminars also attracted the attention of a few additional districts outside Clackamas County, including Gresham-Barlow, Greater Albany, Willamette ESD, and several children and family services organizations, such as New Avenues for Youth (NAFY), Families and Community Together (FACT Oregon), Head Start, and the Gladstone Center for Children and Families. There was steady attendance at all three seminars from the majority of Equity Team members and attendees from other agencies.

Seminar	Equity Team Members	Additional Attendees	Total
11/15 Walidah Imarisha	93	49	142
1/3 Carmen Xiomara Urbina	93	71	164
4/4 Dr. Brianna Stiller	93	47	140

The Equity Seminar Series was accomplished under budget and also gathered revenue. The following is a breakdown in expenditures and estimated fees collected from participants that were not affiliated with a partner districts’ Equity Team. *

Expenditure	Budget	Spent	Balance
Professional Services	\$5,000	\$4,750	\$250
• Walidah Imarisha	\$1,500	\$1,750	-\$250
• Carmen Xiomara Urbina	\$1,500	\$1,500	
• Dr. Brianna Stiller	\$1,500	\$1,500	
Supplies and Materials	\$1,000	\$752.07	\$247.93
• Office Supplies	\$500	\$523.14	-\$23.14
• Printing	\$500	\$228.93	\$271.07
Catering	\$4,000	\$3111.18	\$888.82
Total:	\$10,000	\$8,613.25	\$1,386.75

Groups	#	Fee	Total
Equity Teams Members	93	\$0	\$0
Attendees (All 3 seminars)	28	\$60	\$1,680
Attendees (Seminar 1)	21	\$25	\$525
Attendees (Seminar 2)	43	\$25	\$1,075
Attendees (Seminar 3)	19	\$25	\$475
Total:			\$3,755

*Billing for the Equity Seminar Series is not complete at this time. Amounts are not final.

ACCOMPLISHMENTS

The Equity Seminar Series achieved many goals. CESD was able to provide accessible, affordable, and excellent equity professional development to our partner districts through three highly qualified experts in their respective fields. District Equity Teams had a safe space to have courageous conversations and plan out their next moves on their equity journeys and many of our districts took full advantage of that opportunity. Extended guidance was available to our districts with the support of equity specialist Rudyane Rivera-Lindstrom. Also under Rudy's tutelage, the ESD's own Equity Team gathered outside the seminar series to discuss the equity understandings of our own agency and how they affect our agency internally and our work serving and leading others.

REACTION

The overwhelming response to the Equity Seminar Series from participants was that it was appreciated, engaging, and applicable to the work of educators. The following are a few quotes from the event evaluation.

I appreciated...

"...the opportunity to engage with colleagues from other districts."

"...the format that allows us to experience professional learning and then plan for how to bring this back to our district."

"...being made aware of the issues of today. I appreciated learning about the areas in history that are not being taught."

"...the focus on equity and the chance to hear from the speakers. I found this invaluable in broadening my own view of the world."

"...the honest conversations about race and gender identity."

"...the willingness, availability and honesty of ESD and guest speakers."

"...we have hired [Rudy] to focus on CESD equity as a whole."

"...authentic conversations and time to explore sensitive issues in a safe environment."

Many participants requested "more of the same" for next school year, but some had specific suggestions for continuing the work.

"...More time to coordinate with neighboring districts—especially those who have made gains in the area of equity."

"Continue high-caliber presentations. Coordinate directly with school leaders to link content (at ClackESD) to specific design work."

"The sessions were helpful personally, but our team could use recommendations about how best to take it back to our schools—frameworks or resource recommendations with priorities."

“Maybe a follow up next year to see what steps people have taken to move their schools forward or challenges they have realized.”

Participants who completed the evaluation indicated interest in the following activities or events for next school year.

Activity/Event	Interest
A series of speakers resembling this year’s Equity Seminar Series	75.76%
Film screenings with equity topics	54.55%
Affinity group events hosted by Clackamas ESD for the county	45.45%
An equity conference (2-3 consecutive days)	39.39%
A lending library of equity resources and/or a curated equity wiki	36.36%
Regular networking and technical assistance sessions	33.33%

ACKNOWLEDGEMENTS

The most rewarding outcome for me, as the creator of the Equity Seminar Series, was to receive a personal phone call from the assistant superintendent of Lake Oswego School District to let me know that their school board had just passed a transgender policy. This decision, said Joe, was a direct result of attending the third equity seminar with Dr. Brianna Stiller and he wanted to thank me. This powerful moment was just one result of the project, but it means the most to me due to the many years I have identified as a member of the LGBTQ community, slowly and silently strengthening my resolve to make change, not just for myself, but for many students and staff who also experience oppression and discrimination in education systems daily.

Others should also share in celebrating this success because they took a brave step forward with me or supported me in manifesting this project in ways I never could have achieved on my own. I want to express my gratitude to the CESD board for creating the Light Bulb Project concept and making the funds available to support untraditional paths to innovation, leadership, and equity. This project may have died in a recycling bin (quite literally), if Jada Rupley had not recognized its importance and expressed the potential she saw in me. She has restored my faith in leadership. When I realized I may be in a little over my head, Rudyane Rivera-Lindstrom swooped in like an equity super hero. I will be forever grateful for her knowledge and guidance. I learned more from her in a year than I have learned in my previous thirty-five years. I worked with a wonderful team who helped shape the content and another team who helped tackle the daunting details. Thank you Karla Chacaj, Marilyn Horn, Corinne Friedrich, Kelsey Cardwell, Jeff Fish, and Ewan Brawley.

This has been the most worthwhile and meaningful experience of my professional career.

Leah Hinkle