



Creating an Equity Culture

Lessons learned and therefore rules I live by!

What You Must know.



This work is hard!



There is no one right way to do this work.



You have to have courage.



If you aren't a champion for equity, no one else will be!

Equity

Inside out

Outside in

When you don't use the word!



Outcomes:
the non -
negotiable of
equitable
leadership



Questions



Data



Measure what matters!

Leading for equity: Inside out/Outside in



Context Matters



Your Community



Your School Board

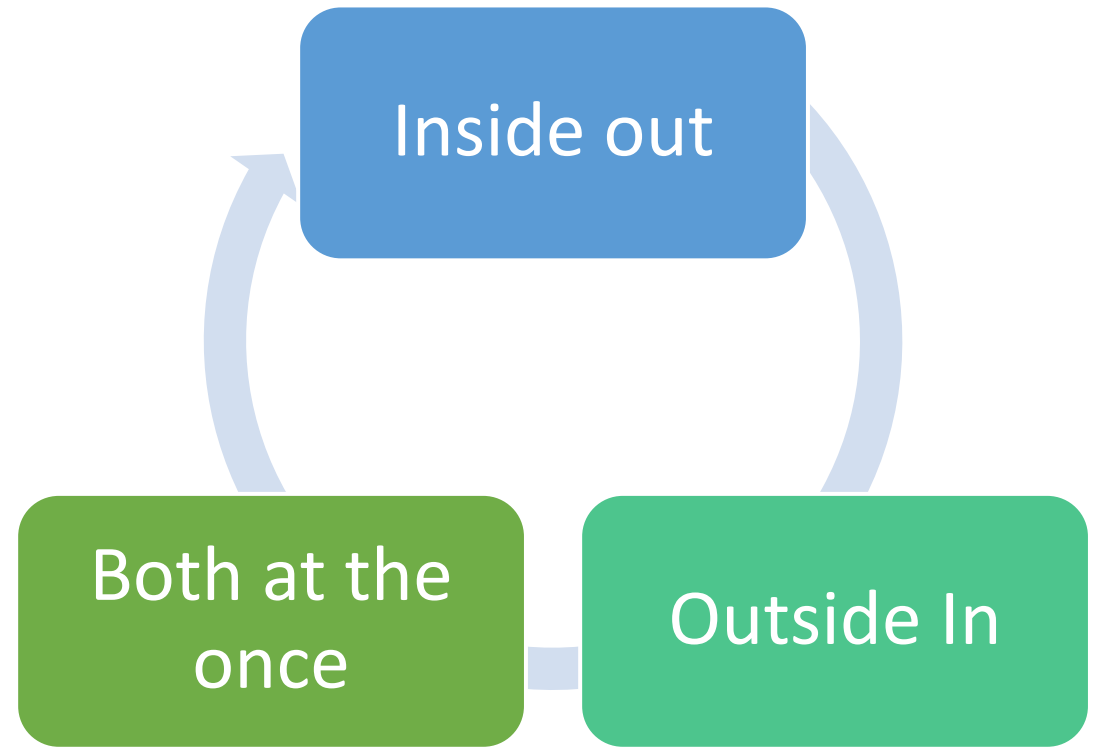


Your Students



Your Politics

The Messiness



Outside in



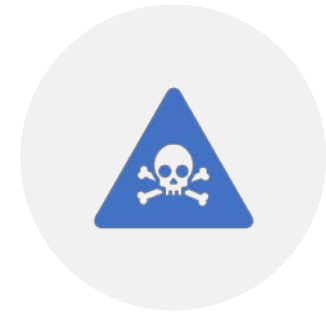
LISTENING AND
LEARNING



THE SCHOOL
BOARD



THREATS TO THE
WORK



WHEN IT GETS
HARD

Outside In

Equity Lens
My Trusted Truth Tellers
How You Learn from Your Community
Be Open to Criticism

LOCAL SCHOOLS

Parents concerned about racial discrimination, transportation in Salem-Keizer boundary shifts

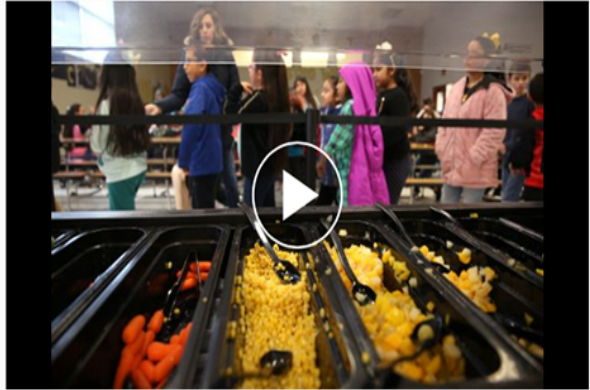
Proposed changes would send roughly 1,000 students now attending Four Corners and Eyre elementaries – two predominantly Latino schools in east Salem – to South Salem High School, a majority white high school in a more affluent part of town.

By Rachel Alexander – Salem Reporter December 5, 2018 at 4:52pm

statesman journal HOME NEWS POLITICS SPORTS LIFE OUTDOORS USA TODAY MORE

Salem-Keizer community 'not ready for integration' to reach equity in schools

Natalie Pate, Salem Statesman Journal Published 6:00 a.m. PT Feb. 7, 2019 | Updated 9:54 a.m. PT Feb. 10, 2019




PopJulia

About 1 in 5 Oregon families do not have consistent access to nutritious food. Here's how it affects the children in school. Natalie Pate, Statesman Journal

CONNECT | TWEET | LINKEDIN | COMMENT | EMAIL | MORE

Salem-Keizer Public Schools is in a unique position to address overcrowding and inequities across the district.

After securing a nearly \$620 million capital-construction bond last year, the district embarked on redrawing school boundaries with those goals in mind.



Inside Out

- When you can't use the word
- Why you hire for diversity
- Listening and learning
- Measure what matters
- Courageous conversations
- The people you trust
- Equity policy

My Behavior Matters!

Assume

Assume best intent

Consider

Consider divergent viewpoints

Listen

Listen to and value divergent viewpoints

Seek

Seek to understand

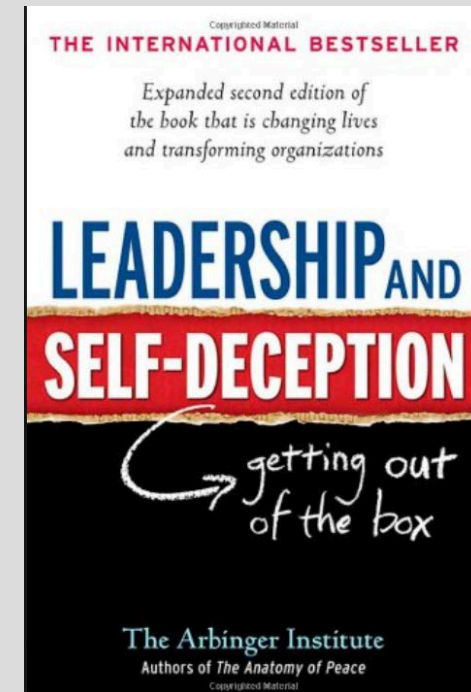
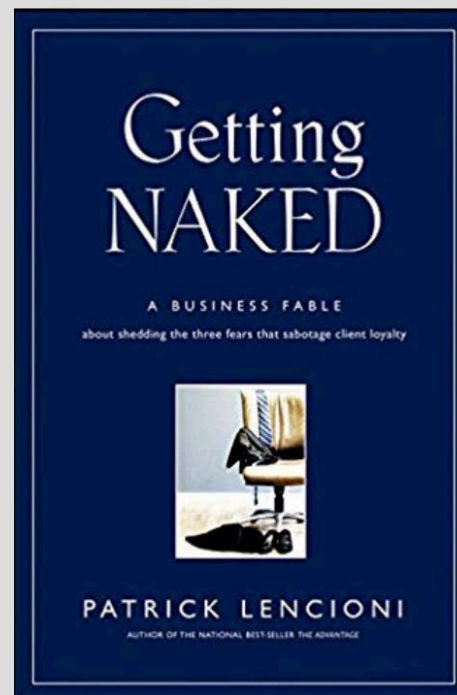
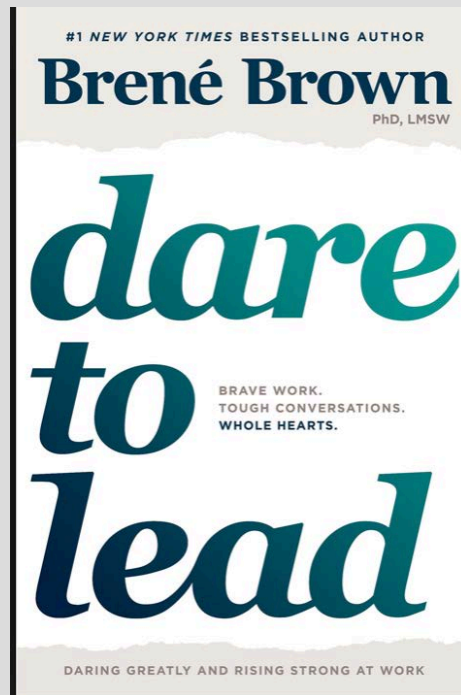


What I Must Always Consider

- Equity requires acknowledging that not all groups of students have been equally successful in our school systems.
- Equity is based on personal experiences and is therefore perceived and lived differently by different people.
- Equity might mean intentionally reaching out to underrepresented groups of people to discuss impacts.
- Equity might mean you're advocating for a group of people who are not represented in the room.

Gather Your Creating Culture Tools

The most important tool is you! Figure out how to be your best you.



“^{pp} *Get* IN THE **ARENA,**
show up,
DO YOUR THING AND
DON'T *afraid* TO GET
BE *afraid* YOUR ASS
KICKED A LITTLE BIT.”

BRENÉ BROWN