

Equity and Inclusion Leadership for the 21st Century

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How has equity and inclusion leadership evolved since you've been in education?

three arguments:

1

Every school **should have** an equity and inclusion leader.

2

Every person **should support** the equity and inclusion leader. Especially those in positions of authority.

3

Every person **can be** an equity and inclusion leader.

Equity and Inclusion Leadership

- Leaders are public learners.
- Create structures for equity.
- Build a diverse team of doers.
- Practice clear communication and fluency.
- Admit mistakes and learn from them.
- Network with other E&I leaders



leaders are public learners.

**You go to a
conference to
learn more
about DEI.
Do you....**

- A. Before you go, tell everyone that you see how excited you are about attending. When you come back, don't mention it.
- B. Eagerly take notes at every session at the conference, but when asked about it on campus just say "it was good"
- C. Organize an in-house "shareout" for DEI professional development experiences so that you and other conference goers can share your learnings with your community

You read a great book that gives you some new strategies for being an inclusive school leader. Do you...

- A. Say nothing about it. You read great books all the time.
- B. Put it on your bookshelf in your office and hope that someone sees it and comments on it.
- C. Tell others about why it has changed your practice, buy it for anyone who is interested, and host a series of book chats about it.

You had an advisee with a different racial identity than you who has been quieter than usual in your group advisee meetings. Do you....

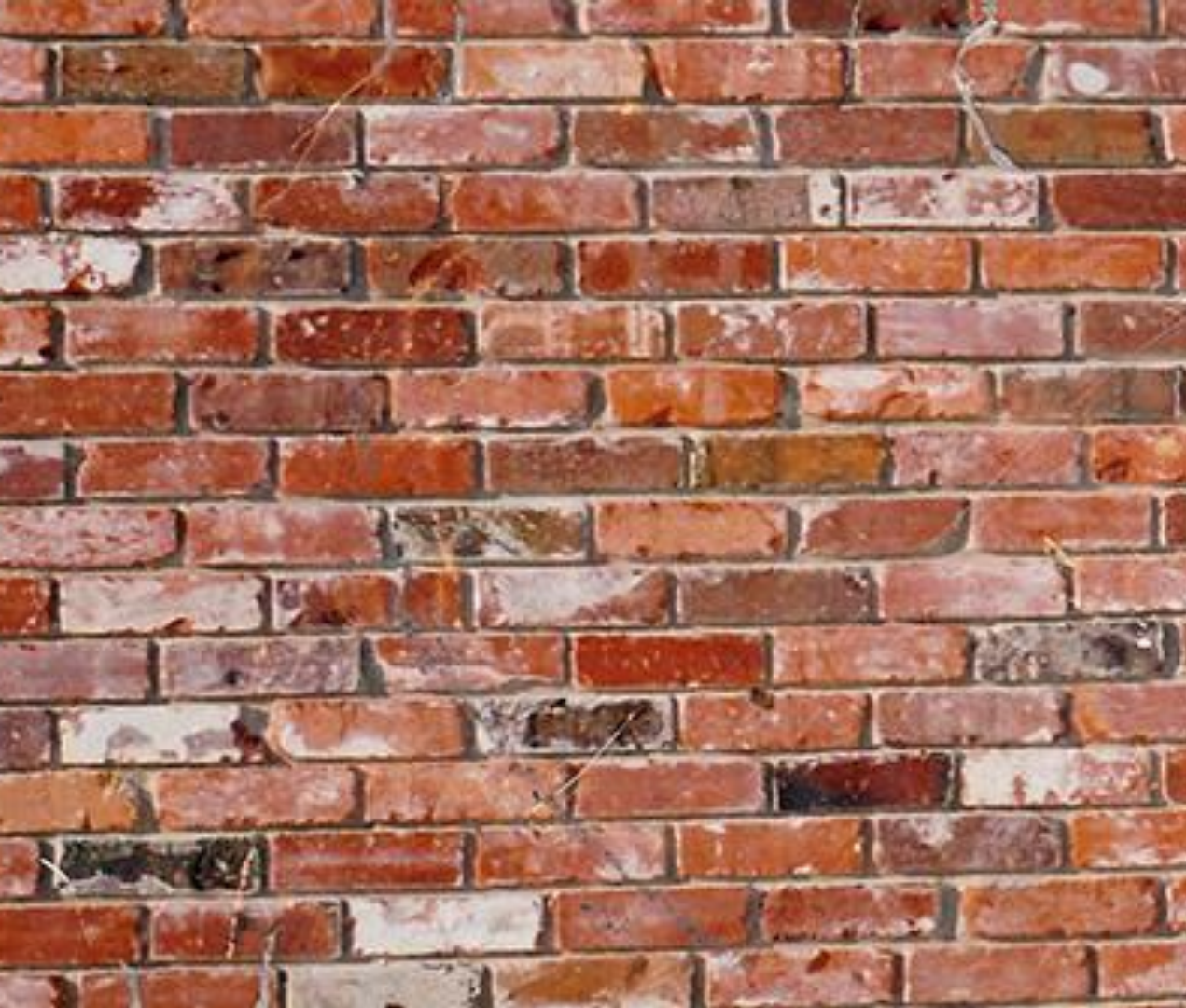
- A. Do nothing, say nothing, and hope the student starts talking again.
- B. Find a colleague with the same racial identity as the student and ask them what to do.
- C. In a private moment, tell the student that you noticed they have been quiet and ask if there is anything on their mind they want to share with you.

You realize that nearly all of your direct reports are cisgender, heterosexual, and white. Do you...

- A. Shrug and say that these are just the best people for the job. It's so hard to find educators of color who want to come to your school.
- B. For the fifth year in a row, furrow your brow and proclaim, "we definitely need more diversity on our team!"
- C. Make the commitment to hire at least two people from a marginalized group to join your team within the next year--even if it means creating some new leadership positions.



structure.



What is the structure of your school? Where do decisions get made? Who is in decision making positions?

How does this structure support or contradict DEI?

Campus Climate

Your school has just completed the first community campus climate assessment complete with surveys and focus groups from every constituent group in your community. You get the results back from the assessment and there are low scores and unfavorable comments about diversity, equity, and inclusion from all of the constituency groups.

Considering both roles and relationships, what partnerships are necessary before, during and after presenting the campus climate assessment to your administrative team? How would you utilize your understanding of your school's structure?



team building.

Resources

- 2018** *Diversity and Inclusion: Where Are We Now?* Independent School Magazine
- 2017.** *The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy.* Scott E. Page
- 2017.** “New Research: Diversity + Inclusion= Better Decision Making at Work” *Forbes*
- 2016.** “Why Diverse Teams Are Smarter” *Harvard Business Review*
- 2014.** “How Diversity Makes Us Smarter” *Scientific American*
- 2013.** “How Diversity Can Drive Innovation” *Harvard Business Review*
- 2007.** *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies.* Scott E. Page.

Who's on your team?

Who on the team represents the diversity of your school?

Who on your team has the skills to do the work?

Who on your team has been living the work?

Administrators

Faculty

Staff

Students

Parents

Alumni

Trustees

Community members

DEI Board of Directors

- Who decides if something is an DEI issue?
- Who is at the decision making table?
- Who is at your personal table?



December Dilemma

You return to school after PoCC to find that your campus has exploded in Christmas. There is a Christmas tree on the front lawn, wreaths on the entrance to buildings, and a giant inflatable Santa in the cafeteria. Your school is secular and your school community is religiously diverse. The Jewish students and adults on campus have written an open letter to the school administration in which they call the school hypocritical for professing DEI values and allowing the Christmas decorations on campus.

Who should respond? Who should be consulted in the response? When should the response happen?



communication.

Mixed Messages

A group of parents tell you that they are very supportive of a more diverse curriculum, but they are concerned that their children won't be learning "more traditional subjects." These parents have significant influence with other parents at the school and you are certain that your response to them will be repeated to other parents and constituency groups.

How do you respond? What are you considering in your response? What do these parents need to hear from you?



learn from mistakes.

Calendar Check

An alumn from your school has a connection with a well-known speaker. The speaker is on a tight travel schedule, but offers a single date to come to your school for an evening program. Eager to book the speaker, you immediately agree to the date. The night of the programs, the leaders of your GSA post an open letter on Instagram expressing disappointment for scheduling this speaker during the inaugural Drag Ball that they have been gaining support for an planning for during the last two years.

How did this happen? How should the school respond? What steps could you take from preventing this from happening again?



network.

Help Needed

There are some major conflicts between students of different religious groups at your school. The whole campus is talking about this and it seems that everyone has taken sides. Students are calling each other names, parents are involved, and local media is starting to take notice.

Name at least three people outside of your school from whom you could seek advice. How would you describe the situation?

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What is the future of
equity and inclusion
leadership at your
school?

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