What do the adults and children in my system need to know, understand, and be able to do? How will I build their capacity?

How will I design and align teams, structures, and processes to value, empower, and develop the people in my system?

How will I create and hold spaces for people to discover and develop their identity, relationships, and capacity?

How will I cultivate my own self-awareness in the service of fostering the relationships and alliances needed for lasting change?

What do I stand for as a leader? What do we stand for as a system?
Five Core Competencies of a Leader for Equity

Design Leadership

Instructional Leadership

Equity Consciousness

Social-Emotional Leadership

Facilitative Leadership

Technical

Relational

Unconscious Incompetence
I don’t know that I don’t know that I don’t know

Conscious Incompetence
I recognize that I don’t know

Conscious Competence
I practice to increase my skill

Unconscious Competence
I employ new skill with automaticity
# The Five Competencies of Equity Leadership

## Design Leadership
*How will I design and align teams, structures and processes to value, empower and develop the people in my system?*
- Develop a safe to learn culture
- Complexity (adaptive) leadership
- Building collective equity vision
- Inquiry: capturing learning/adjusting strategies
- Designing learning structures and processes
- Design thinking and empathy

## Instructional Leadership
*What do the adults and students in my system need to know, understand and be able to do? How will I build their capacity?*
- Identify and interrupt reproductive practices
- Building a team culture to learn and improve practice
- Structures for on-going learning related to equity challenges
- Quality instruction through an equity lens
- Instructional coaching for equity

## Socio Emotional Leadership
*How will I cultivate my own self-awareness in service of fostering the relationships and alliances needed for change?*
- Neuroscience and leadership
- Internalized oppression
- Emotions and oppression
- Importance of healing
- Relational trust and alliances

## Facilitative Leadership
*How will I create and hold spaces for people to discover and develop their identity, relationships and capacity?*
- Managing group dynamics
- Stages of team development
- Alignment on racial equity
- Build critical mass of equity advocates
- Change management; “Right” and “Wrong” Drivers

## Equity Consciousness
*What do I stand for as a leader? What do we stand for as a school/system?*
- Power and privilege
- Awareness of self
- Individual, institutional, structural oppression
- Racial oppression and its intersection with other forms of oppression
- Situatedness
- Implicit bias
- Strengthen will (taking it up)
- Equity imperative – leading from my “why”
- Develop equity lens