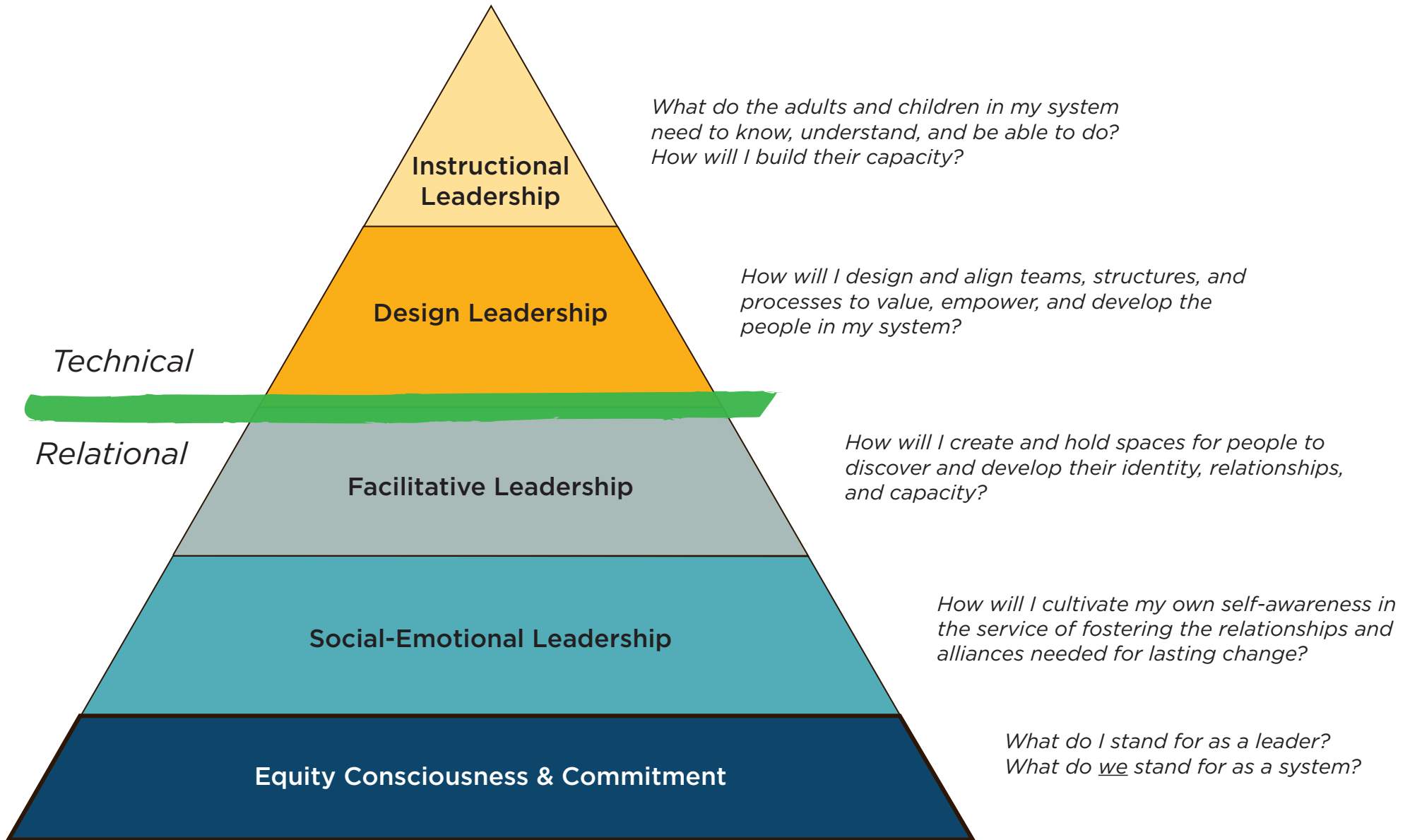
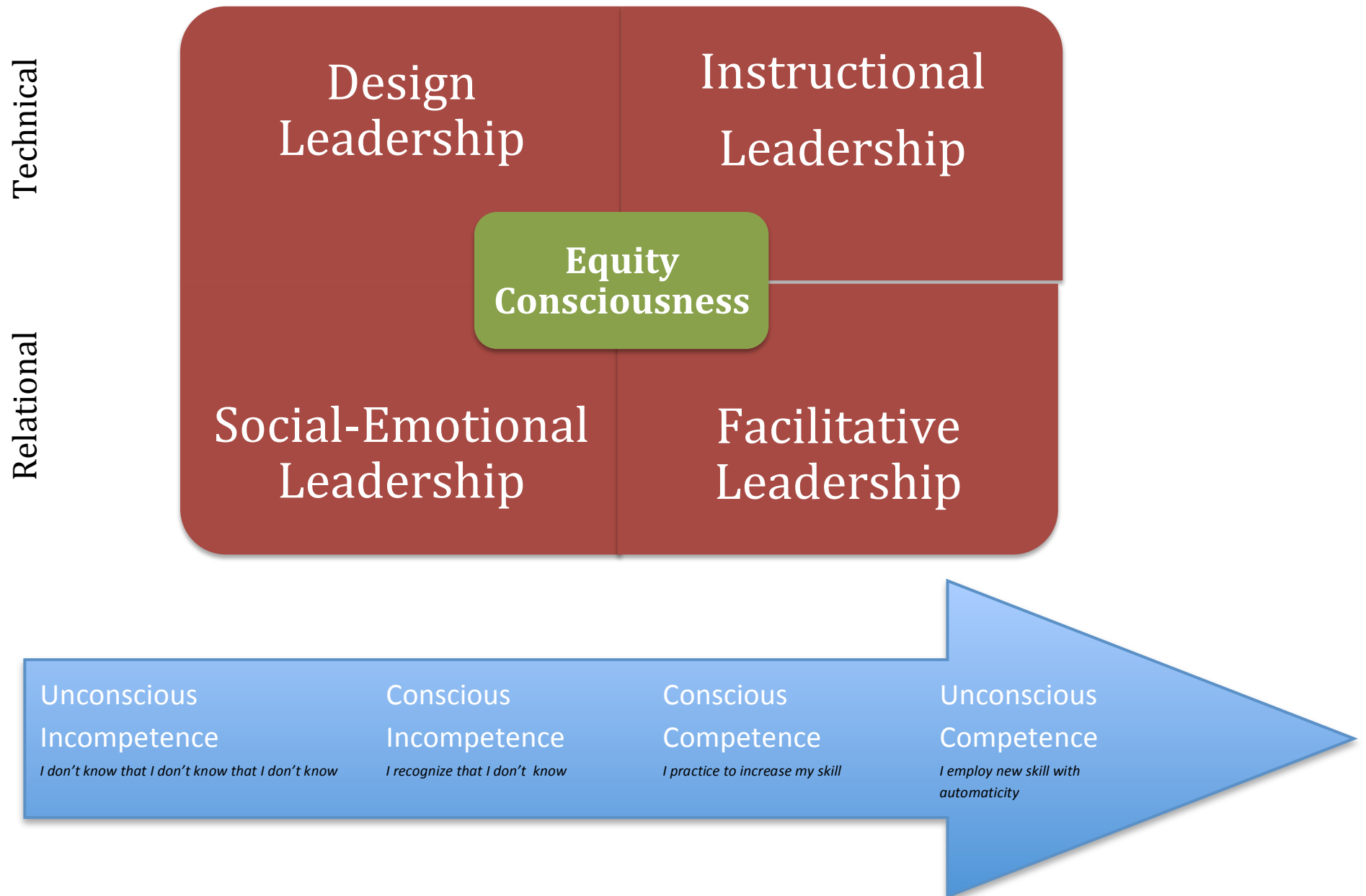




Leading for Equity Competencies



Five Core Competencies of a Leader for Equity



THE FIVE COMPETENCIES OF EQUITY LEADERSHIP

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|--|---|---|
| TECHNICAL | <p style="text-align: center;">Design Leadership</p> <p><i>How will I design and align teams, structures and processes to value, empower and develop the people in my system?</i></p> <ul style="list-style-type: none"> • 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 | <p style="text-align: center;">Instructional Leadership</p> <p><i>What do the adults and students in my system need to know, understand and be able to do? How will I build their capacity?</i></p> <ul style="list-style-type: none"> • 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 |
| | | |
| RELATIONAL | <p style="text-align: center;">Socio Emotional Leadership</p> <p><i>How will I cultivate my own self-awareness in service of fostering the relationships and alliances needed for change?</i></p> <ul style="list-style-type: none"> • Neuroscience and leadership • Internalized oppression • Emotions and oppression • Importance of healing • Relational trust and alliances | <p style="text-align: center;">Facilitative Leadership</p> <p><i>How will I create and hold spaces for people to discover and develop their identity, relationships and capacity?</i></p> <ul style="list-style-type: none"> • Managing group dynamics • Stages of team development • Alignment on racial equity • Build critical mass of equity advocates • Change management; “Right” and “Wrong” Drivers |
| <p>Equity Consciousness</p> <p><i>What do I stand for as a leader? What do <u>we</u> stand for as a school/system?</i></p> <ul style="list-style-type: none"> • 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 | | |