



What This Moment Affords You: Critique vs. Attack

Part II



Reviewing Our Time Together

PART 1

My Approach

PART 2

The 25 year evolution

PART 3

Where We Got It Wrong

PART 4

Critique vs Attack

PART II

Where we ground from here

Today's Agenda

GOAL

Frame/Intention: Regaining the Narrative

PART 1

The Legal Guidance

PART 2

How It Looks Systemically

Where do we ground from here

Areas of Reflection



How It Looks In Practice

- A means to an end...not an end all be all
- The skill-based gain for ALL children



The Scaffolding

- SDLC
- Integrated and spiraled learning



The Language/Narrative

- Common Language
- “Social Justice Warriors”
- Leaving those behind who needed more



Adolescent Desire vs Adult Reality

- Black @
- In/Out...With/Against
- Lack of Nuance

**Perception: DEI only benefits
People of Color**

**Perception: These groups are
being catered to with events,
FA and Affinity Groups**

**BELONGING
IS FOR
EVERYONE**

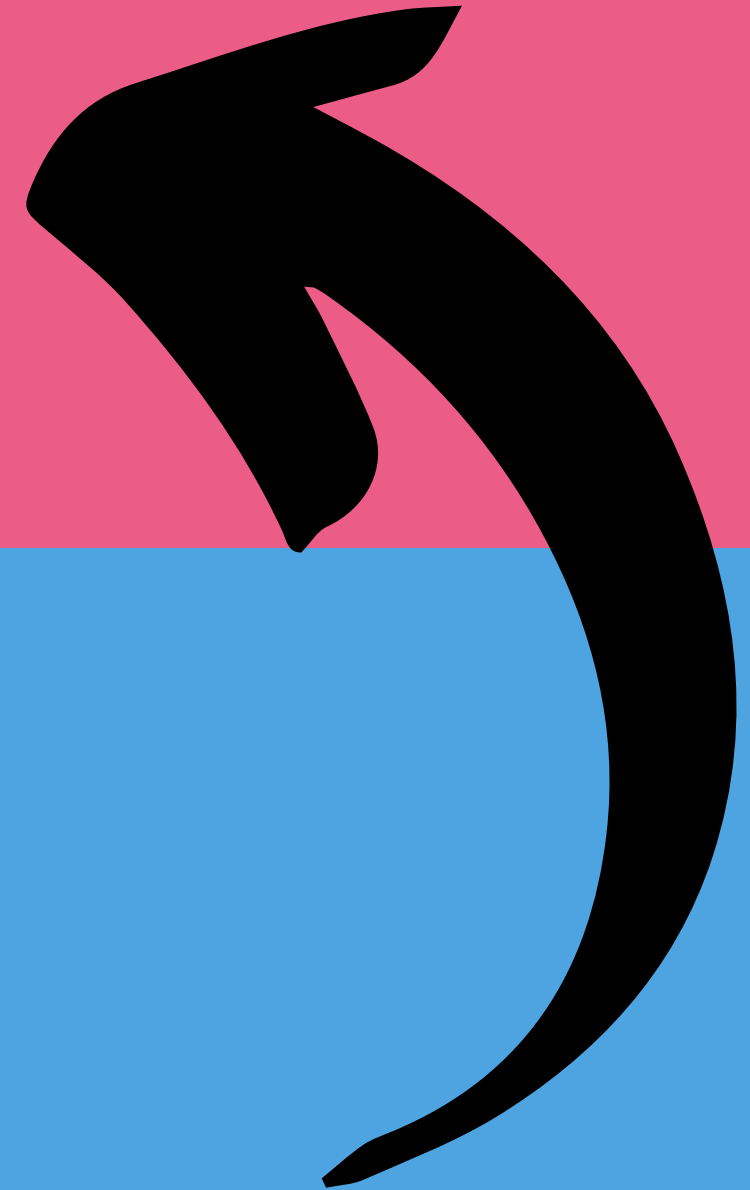
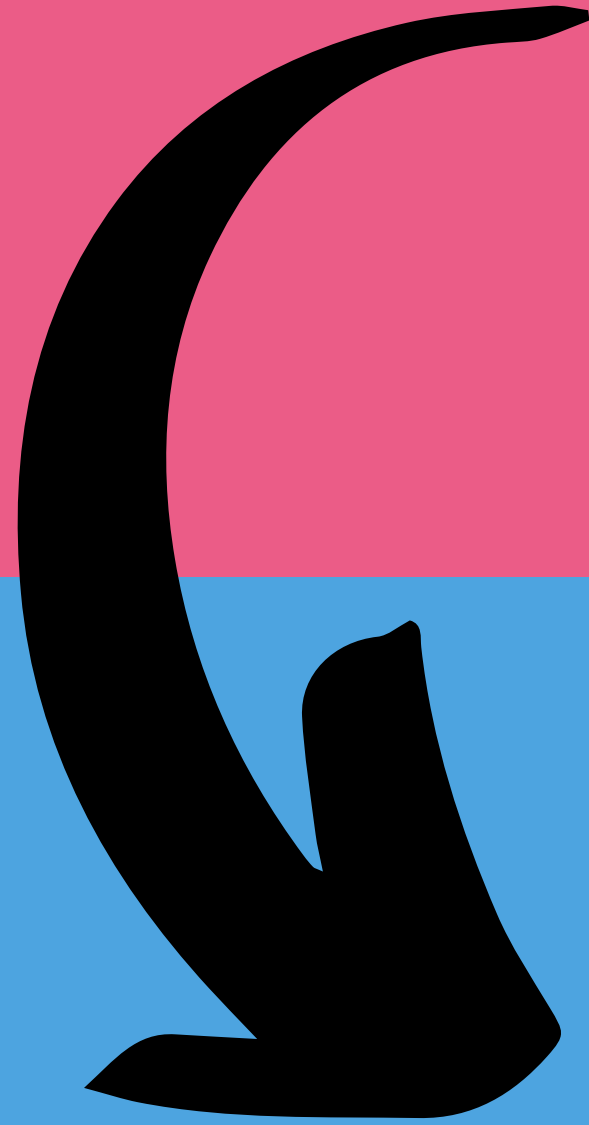
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EQUITY

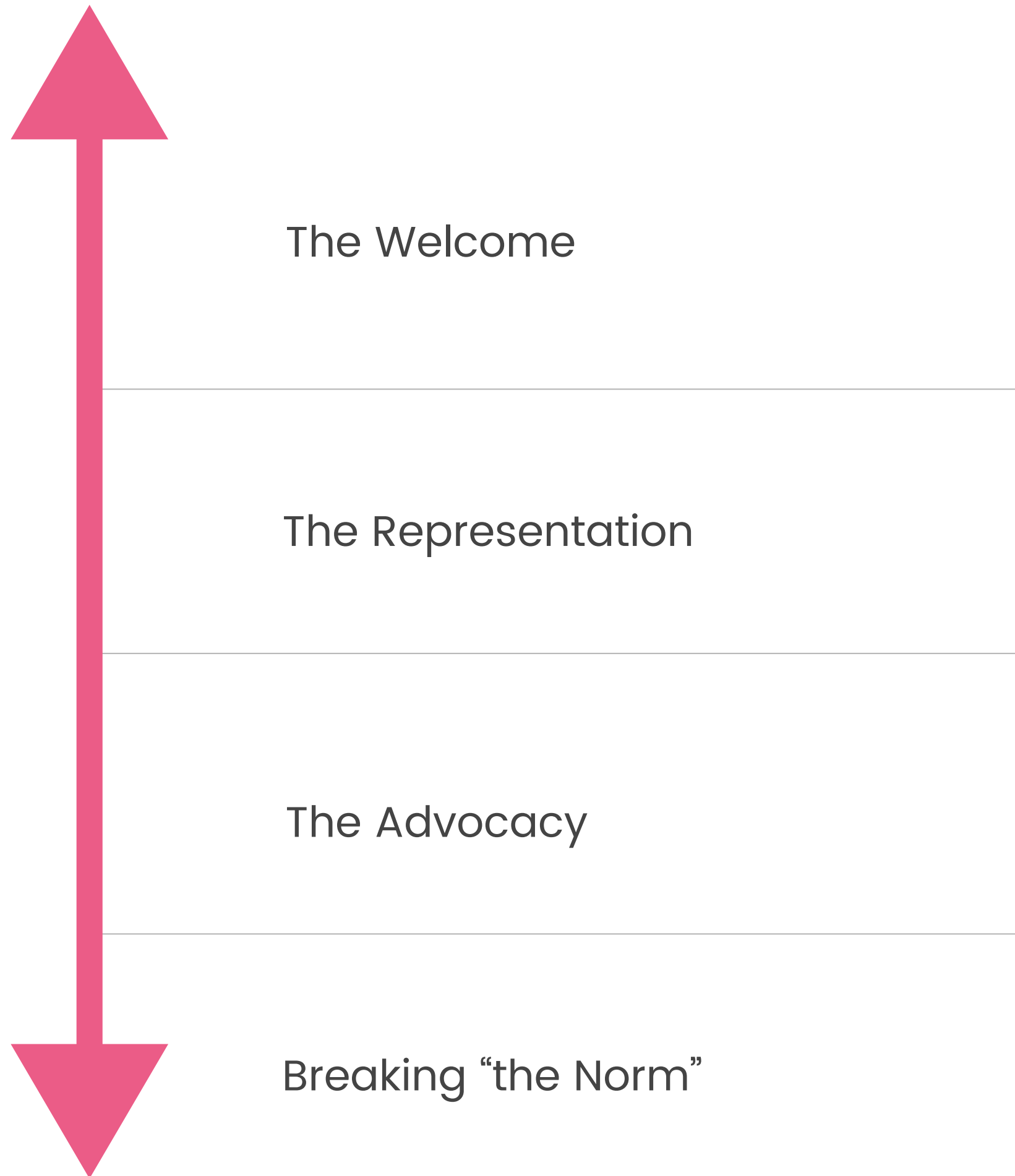
EQUITY

Organic

Intentional



Continuum of Belonging for under- represented Groups



**INDIFFERENCE
LEADS TO EROSION
AND APATHY**

THE LEGAL GUIDANCE

1 Conferring preferences

2 On protected groups

3 With respect to palpable benefits

WHAT MAKES A PROGRAM RISKY



Areas of Vulnerability

Conferring a preference in...

- Admissions Quotas
- Affinity Groups

A FEW (LEGAL) TIPS

THE LEGAL GUIDANCE

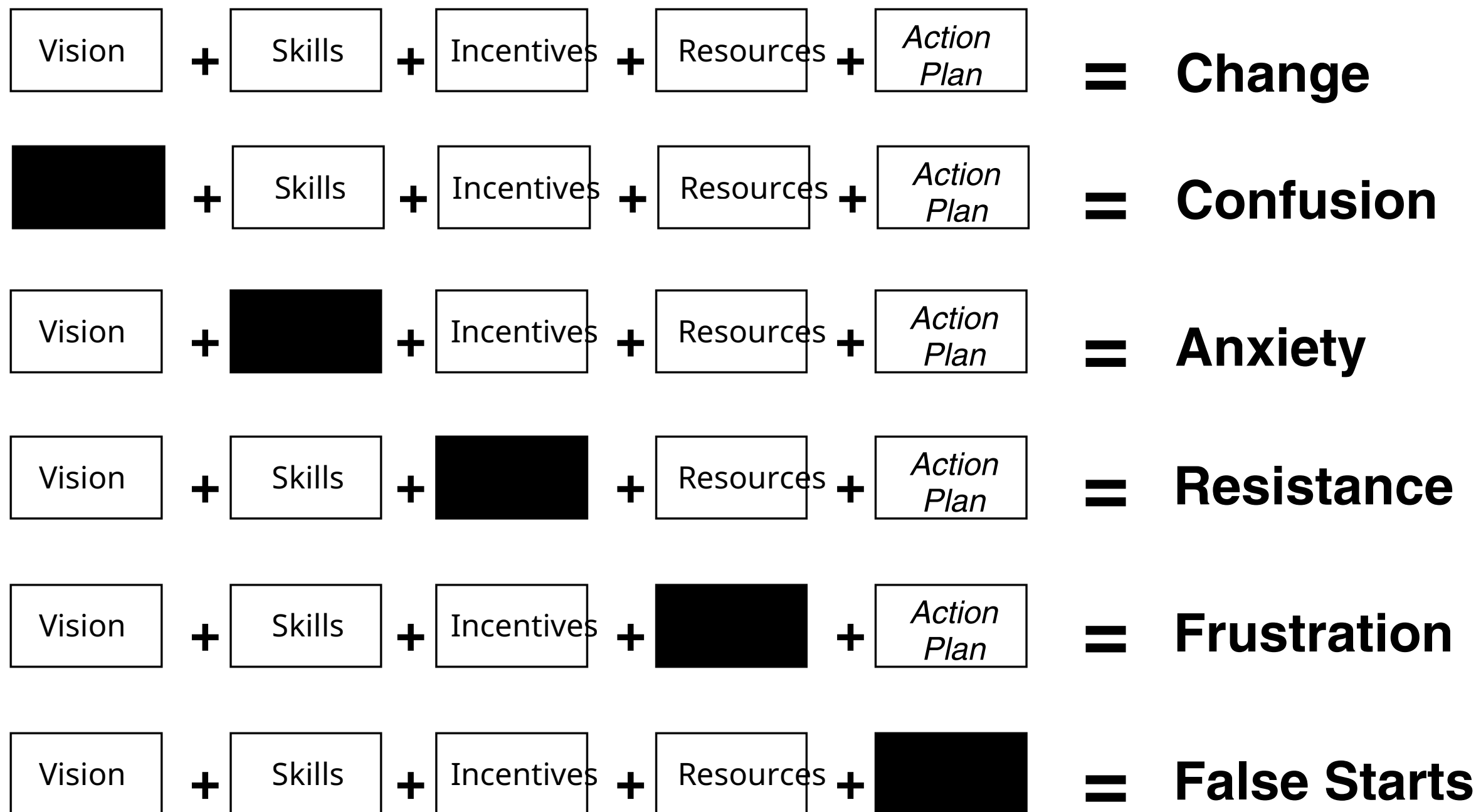
HELP PEOPLE UNDERSTAND RESEARCH-BACKED BARRIERS TO EQUALITY THAT WORKERS CAN EXPERIENCE (SUCH AS THE MOTHERHOOD PENALTY)

OFFER TOOLS FOR CREATING A FAIR AND RESPECTFUL ENVIRONMENT FOR PEOPLE OF ALL BACKGROUNDS AND IDENTITIES

GIVE CONCRETE RECOMMENDATIONS FOR DESIGNING FAIR AND UNBIASED PROCEDURES ON TOPICS LIKE RECRUITMENT, MENTORSHIP, WORK ALLOCATION, PERFORMANCE EVALUATION, AND PROMOTION.

WWW.CATALYST.ORG

Managing Complex Change



Adapted from Knoster, T., Villa R., & Thousand, J. (2000). A framework for thinking about systems change. In R. Villa & J. Thousand (Eds.), Restructuring for caring and effective education: Piecing the puzzle together (pp. 93-128). Baltimore: Paul H. Brookes Publishing Co.

Grounding Practice

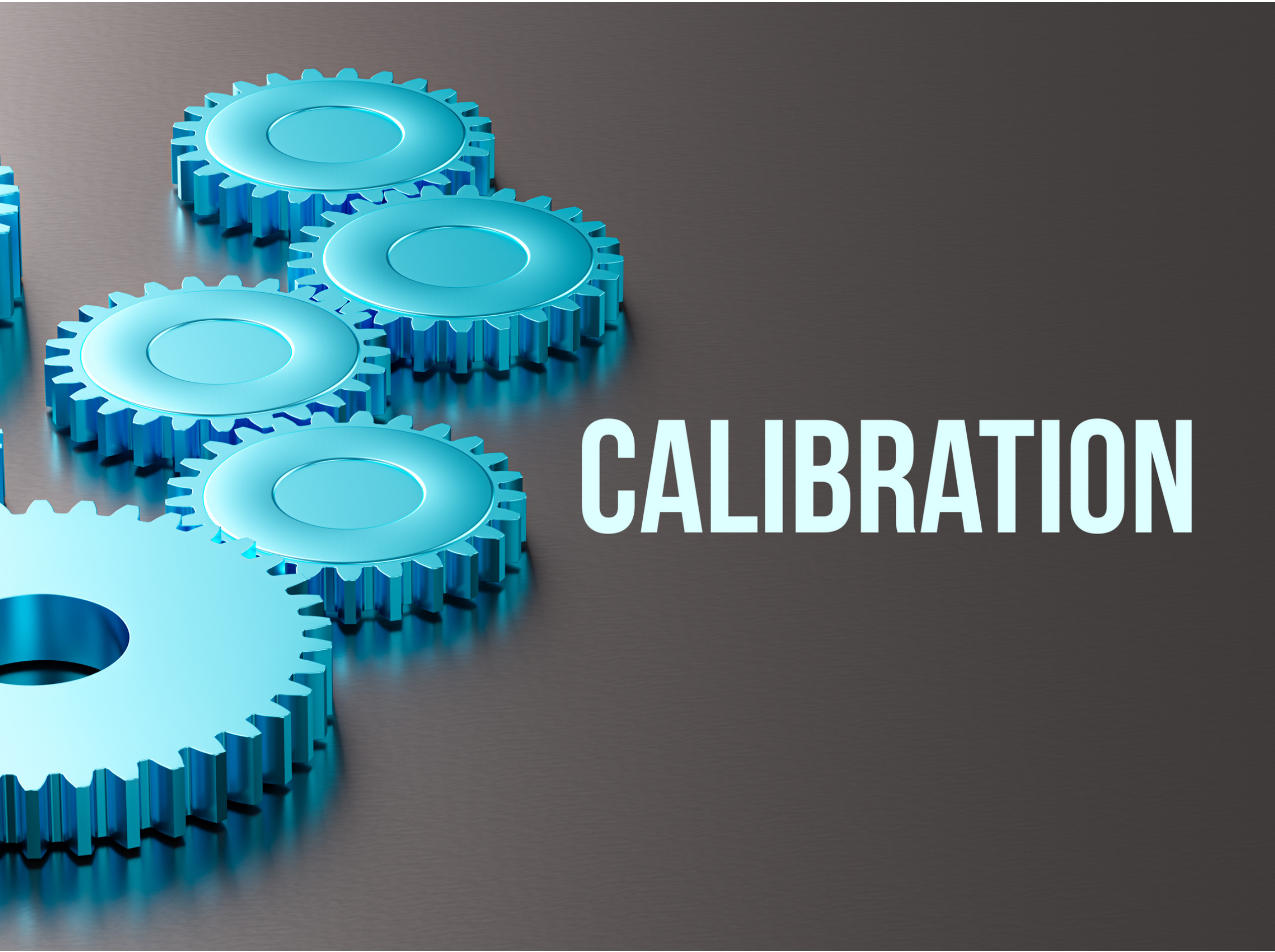
	Vision	Skills	Incentives	Resources	Action Plan
Teaching/Learning	We will advance our academic program through continual improvement.	- Brain Develomnet - Cultual Competence	Master Teacher Banding	- Critical Friends - Mastery Transcript Trainining	We will sequence these things this way
Recruitment/Retention	We will be the employer of choice in the Metro area	xxxx	xxxxx	xxxxx	
Community Building	xxxxxx	xxxxxx		xxxxxxx	xxxxxxx

RESOURCES

www.catalyst.org

www.law.nyu.edu/centers/belonging

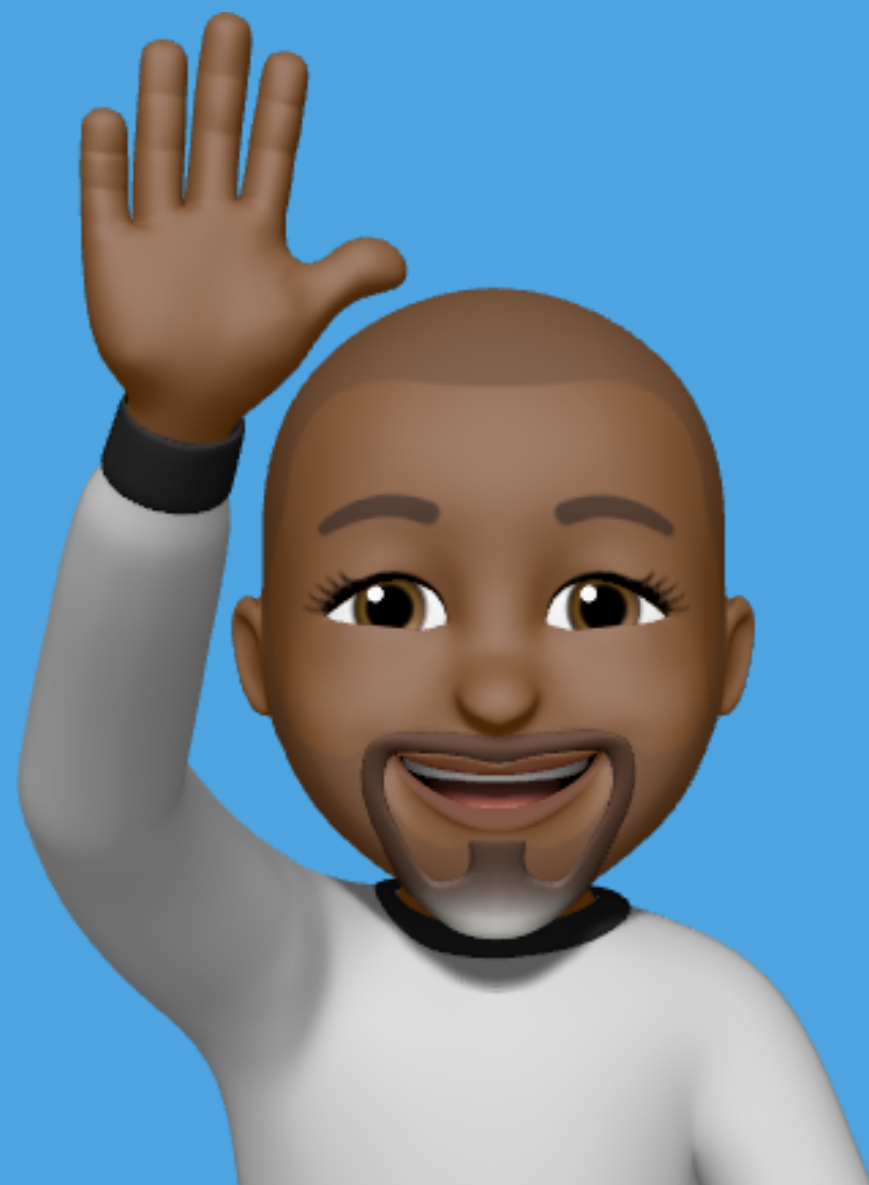
<https://www.humanresources.org>



CALIBRATION

The Nugget

If schools are going to recalibrate in this moment vs acquiesce, we have to shift strategy and execution



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**EDUCATORS
COLLABORATIVE**