Equity Leaders Action Network: Emergent Leaders for Racial Equity Fellowship Pilot

SCCOE Inclusion Collaborative Conference
October 26, 2018
Visioning the Future:
How Leadership & Education Policies Impact Equity

Today’s Outcomes:
● Deepen your understanding on the intersectionality of Leadership, Race Equity, and the relationship to student outcomes

● Learn about an 18 month project and impact on systemic change

● Come away with an action plan to address equity and leadership in your community
  ELF Living Document Action Plan
“Momentum doesn’t require something monumental. Approach your next inch with passion and you’ll be mine...Scott Hagan
ELAN Project

The ELAN Project addressed the racial equity problem focused on the leadership achievement gap for people of color working in early learning programs and policy and practice inequities for the children and families served.

The lack of diverse early childhood leadership (reflective of the community served), places children and families at a disadvantage for success.

Alameda County is a diverse community. Over 67% of families are non-white. However, nearly 40% of the leadership population is white. This problem not only influences the early learning workforce with regards to earning potential, it impacts family systems with respect to access, child outcomes and equitable policies and procedures. It influences all children who do not have opportunities to experience anti-bias environments.
Planning - Stakeholders

- This project focuses on developing leadership and administrative skills steeped in an equity lens.

- A multicultural, racially diverse infrastructure team was formed to provide direction, outreach and diverse perspectives to the development of the project, utilizing data and research.

- Lead to the fellowship, an intense, 18 month community of practice.

- Facilitators and guest presenters - racially and culturally diverse

- A total of 11 racially diverse emerging leaders and 5 embedded mentors were selected through an application and interview process. [Emerging Leaders Application Example](#)

- Activity: Section that stands out and why
Data Collection: Planning, Collecting Impact, Evaluation

• **Racial inequities** were identified through various methods.
  • Pre/post evaluations
  • Literature reviews, documentaries, journal reflections, examination of workplace policies and procedures, identification of an individual’s own lens and perspectives
  • Focus group, coupled with discussion, video recordings, and interviews, and mainly through their own short term equity projects.

• **Success** is measured by attitudes and behaviors.
  • **Attitudes** - people speaking up and saying they want more time in fellowship, more belief in self
  • **Behaviors** - initiation, self-assured, growing leadership skills
Collective Evolution

As a result of participant readiness, we adjusted:

• Rate of progression of planned sessions
• Mentors increased their own participation
• Mentor developed presentations and led groups focused on their own administrator expertise
• Added fellows’ own project development

If we were to do this project again, we would:

• Include and clarify supervisors’ roles
• Implement the program through stages: individual, program, and systems.
• Increase the capture & strengthen video documentation (stages)
Fellows’ Projects

Their projects were designed to support **racially equitable early childhood systems**. They focused on overcoming barriers to program policies, practices, family relationships, colleagues, including school administrators and teachers.

Fellows reported **utilizing new strategies** towards behavior guidance, parent conferences, and staff meetings, and as a direct result of their **newly acquired knowledge**, they focused on **systemic racism**. Some identified and developed a **common language** which supported their ability to express their own observation and experiences.
Fellows’ Projects

- Center policy to include authentic family engagement
- Meeting with BOS to develop healthy programs for young children and families
- Explored and remedied field trip inequity
- Team presented at conference on Trauma
Implicit Bias

Video: https://tinyurl.com/ALDA-IMB

Test: https://implicit.harvard.edu/implicit/
SEQUAL: Impact on Leadership
George Philip, Guest Facilitator, UC Berkeley’s Center for the Study of Workforce Development

ELF Movie

Audio Link
Where are the fellows today?

• Most remain in the classroom as teachers, advocates and change makers
• Promotions
• School Board
• A few have moved on to different positions and remain in ECE
• Adjunct Faculty
Facilitators: Reflection of Thought

- We learned the fellows were stronger than they realized, they only needed the language to name and label racial inequity.
- They are the next emerging leaders in the county who will disrupt inequity and injustice for our younger generation.
- Our Own Growth: College Faculty, Trauma, Prek-3rd Alignment, Presentations, New Employment
- State & National Opportunities
- System’s Change and Equity as our throughline
Lessons Learned & Next Steps

• While believing we were grounded in identifying inequity and systemic racism, we learned it is critical for us to look at our own blind spots and be willing to accept that we have them, and work harder to address them.

• Working for racial equity is a process and one must continue to be a keen listener, and to use that to inform future action in equity and social justice.

• Advocate for system’s change and integration into the CA QRIS, CA Mentor Program, Nationwide NOW

• Developing an Equity Leaders Toolkit
Inclusion Implication Activity

• Consider what you heard and learned today. What are necessary considerations one would consider when focused on inclusion?

• Specifically, what strategies might you take as a leader to develop equitable practices in leadership?

• Knowing many teachers and administrators have experienced and/or contributed to systemic inequities with regard to promotion, leadership roles, and/or policies, how would you work to broach these subjects if asked?
At Home or In the Office Visioning Activity

Create a vision board:

- At your workplace, break participants into table groups. In your table groups, you will use the magazines to create a vision board.
- Thinking about Equity and Inclusion, your action plans, and in leading with an equity lens, create your vision for leading for equity. What would reality be for the those whom you support?
- Each table group presents
We are proud of the graduate leaders and the mentors who supported their learning through this intensive program!