



Supporting Equity- A Webinar for Vermont Education Leaders: Participant Guide

March 3, 2022

Today's Objectives:

- Review Insight Education Group's Equity Framework
- Share key lessons learned from our own work and the work of our partner districts
- Understand common detours in equity work
- Discuss steps to take depending where your district/school is in the equity journey

A Courageous Conversation...

- engages those who won't talk.
- sustains the conversation when it gets uncomfortable or diverted.
- deepens the conversation to the point where authentic understanding and meaningful action occurs.

The Four Agreements

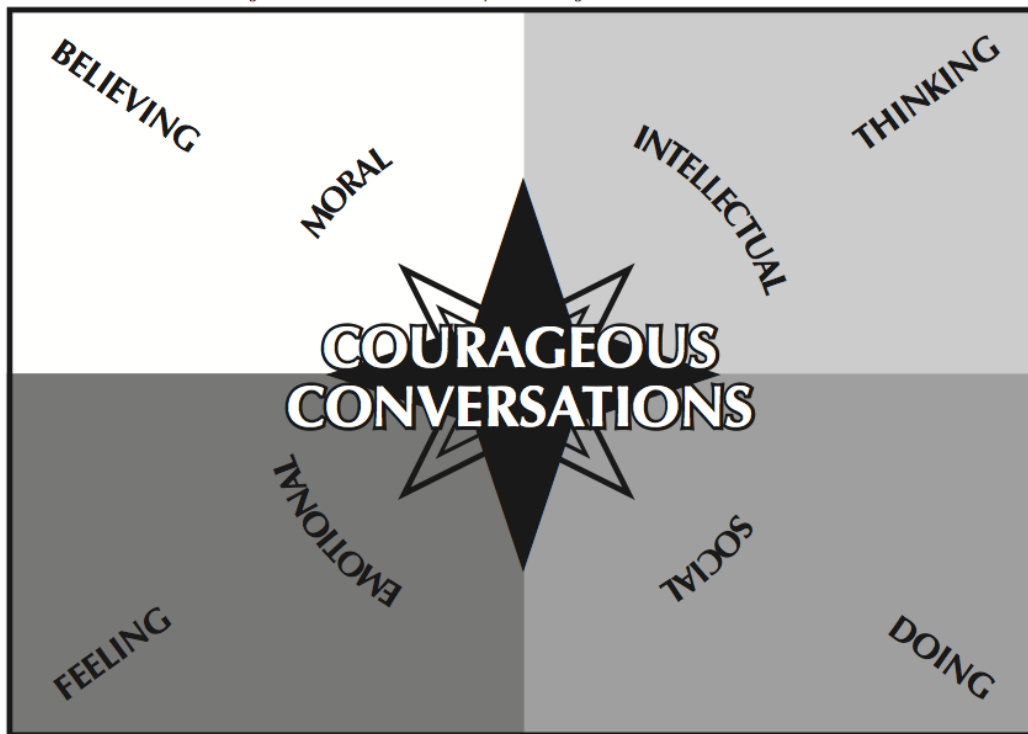
1. **Stay Engaged.** Listening for your partners' benefit, not just for your benefit. Modeling the listening behaviors that you seek.
2. **Speak Your Truth.** Having the courage to share your experience/perspective and asking questions of your partners that will encourage them to share theirs.
3. **Experience Discomfort.** Searching out experiences/perspectives different from your own. Having the courage to ask your partners to ask questions of you.
4. **Expect/Accept Non-Closure.** Not looking to solve/answer all of the questions. Not looking for the solution/answer. Looking for a different question that will

help us to find a different solution.

Reflection

Which agreement(s) do you need to put intentional energy into upholding during today's session?

Set a personal intention to maximize your learning today.



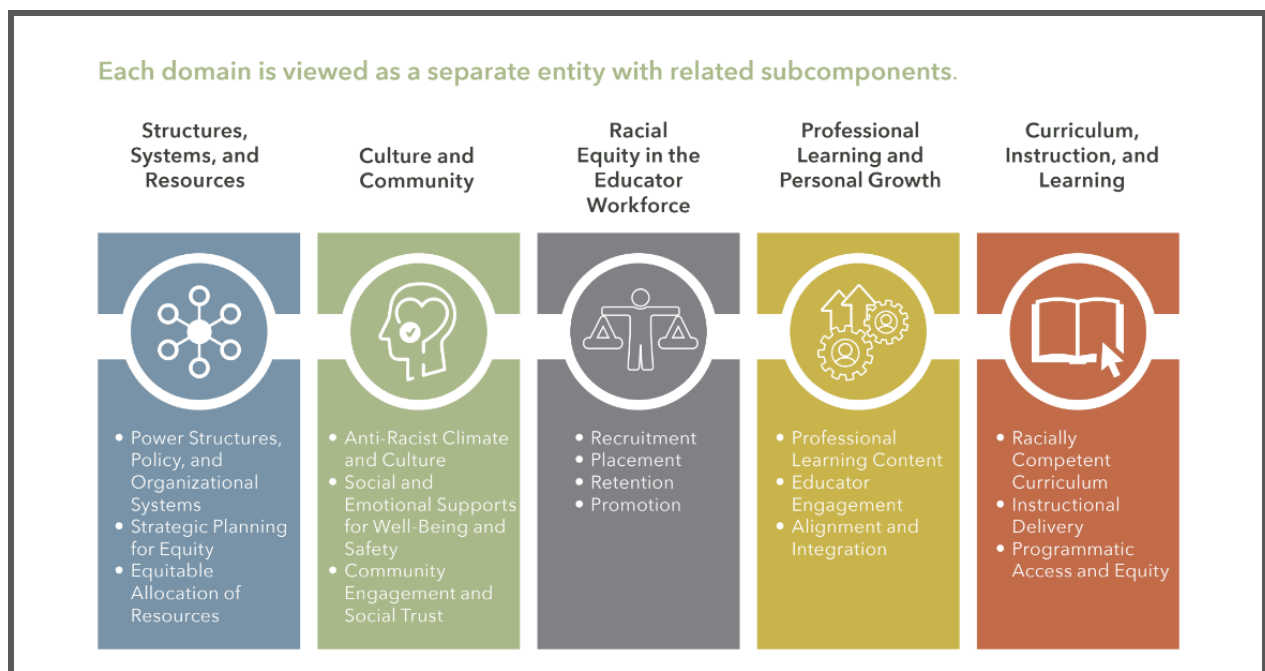
[The Courageous Conversation Compass](#)

Reflection

“What is important is your willingness to expand your racial consciousness, deeply explore your own racial identity, and better empathize with corresponding perspectives and experiences of the racial other.”

-Glenn Singleton, *Courageous Conversations About Race*

What resonates from this quote?





[Equity Literacy Abilities, Paul Gorski](#)

The foundations of equity literacy are:

- (1) a commitment to deepening individual and institutional understandings of how equity and inequity operate in organizations and societies, and
- (2) the individual and institutional knowledge, skills, and will to vigilantly identify inequities, eliminate inequities, and actively cultivate equity.

Equity Detours

- Pacing for privilege
- Deficit ideology
- Celebrating diversity
- Colorblindness
- Shiny new thing
- Individualizing equity

[Link to Equity Detour Note Catcher](#)

Individual Planning Frame

1. Review IEG Equity Framework and Gorski's Equity Detours	Notes:
2. Identify an area of focus given where you are in the equity work	Focus Area:
3. Identify 2-3 steps to start this work	Steps: 1. 2. 3.
4. How will you hold yourself accountable	Notes:

for this work? Who else needs to be involved to support you?	
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