



NATIONAL  
EQUITY  
PROJECT

*It is not enough for people to come together in dialogue in order to gain knowledge of their social reality. They must act together upon their environment in order to critically reflect upon their reality and to transform it through further action and critical reflection.*

Paulo Freire

# Midwest District Network Launch

October 10-11, 2019 | Q Center, St. Charles, IL

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## NETWORK ASPIRATION:

Every student emerges from k-12 schooling with strong academic skills, socio-emotional wellness and intelligence, a sense of agency and civic responsibility, an awareness and appreciation of their multiple identities and a broader set of competencies that equip them to be healthy, happy contributing adults who can make a positive change in the world.

## ESSENTIAL QUESTION:

What do we understand about how our schools and institutions are (or aren't) creating experiences of belonging for our young people, and what is needed to ensure that our systems support engaging, meaningful, culturally sustaining responsive learning environments in which every child belongs and thrives?

Practical Outcomes	Experiential Outcomes
<ul style="list-style-type: none"> <li>● Explore what it means for ME to lead for equity, given my identity, life experiences, and role.</li> <li>● Learn about NEP's Leading for Equity Framework for approaching equity challenges</li> <li>● Articulate our Collective WHY as a team</li> <li>● Identify the equity challenges we are committed to learning about and working on together</li> </ul>	<ul style="list-style-type: none"> <li>● Experience opportunities for renewal, inspiration, healing, and sustenance as an equity leader, energized (liberated) by what a different approach to leadership can offer in service of equity</li> <li>● Center students' voices and experiences in our learning inquiries, design, and decision-making.</li> <li>● Connect to and be supported by Network colleagues working toward our shared aspiration.</li> </ul>

### Community Aspirations - Something Different

Speak your truth

Embrace paradox

Commit to non-closure

Seek intentional learning not perfectionism

Lean into discomfort and lean into each other

*adapted from Tema Okun*

*I cannot tell the truth about anything, unless I confess being a student, growing and learning something new everyday. The more I learn, the clearer my view of the world becomes.*

Sonia Sanchez, Poet, Author and Activist

Day 1	Foundations of Equity Leadership: What Equity Leaders Do
9:00AM	Land Acknowledgement and Morning Song
	<b>Welcome &amp; Introductions:</b> Who is in the room?
	Connections Activity
	Framing Our Opportunity   About Today - About this Network
	Building our Learning Community
10:45AM	<b>Break</b>
	Centering the Lives, Voices and Experiences of our Youth
12:30PM	<b>Lunch</b>
1:30PM	Connections Activity
	<b>Team Time:</b> Bright Spots, Elevate What's Working <i>Where do we see progress toward this aspiration in our system? Who is currently benefiting from this "bright spot"? How do we know? What do we think are the contributing factors? (people, approach, conditions)</i>
	Navigating Human Change: The Leadership That is Required of Us Now Role Alike Trio #1
3:45 PM	<b>Team Time:</b> Chartering Part One  Articulating Our Collective Why/Refining Our Equity Challenges  <i>What are WE up to as a team in this Network? What is our collective WHY? How does the work that we will do in this network connect to our other efforts/work? What are the equity challenges we are committed to learning about and working on together?</i>  <b>Share:</b> Each team share a Headline or Metaphor that describes where you are as a team right now
	Closing Moves & Reflections
5:00 PM	<b>Adjourn</b>
5:15 PM	<b>Relax, Restore and Rejuvenate:</b> Optional Breathing & Yoga Session
6:00 PM	<b>Dinner &amp; Fellowship</b>

*It's not what managers settle upon and announce formally that determines what happens. It's how people make sense of what they see and hear, and how they find themselves acting... It's the meaning of things that matters, not the things themselves... Outcomes are ultimately determined by the psychosocial and group dynamics of real people interacting together on a continuing basis.*

Chris Rodgers, *Taking Organisational Complexity Seriously*

Day 2	Taking Leadership for Equity in Living Systems: How Equity Leaders Move
8:30AM	Welcome Back & Opening Moves
	The Science of Learning and Development and Equity Implications
	Network Visioning
10:30	<b>Break</b>
	Host Leadership: See, Engage and Act Differently
	Centering the Experiences and Voices of Our Youth: Case Example  <b>Team Time</b> <i>How might you apply this process (listening and empathy) to learn more about the equity challenges in your contexts?</i>  <i>How might you get started centering on the experience of students in your schools and districts?</i>
12:15PM	<b>Lunch</b>
1:00PM	<b>Energizer: Call &amp; Response</b>
	Leading for Equity in Complex Systems from the Inside/Out  Role-Alike Micro-Lab Protocol
	<b>Team Time: Team Chartering Part Two</b>  <i>Affirm our "collective why" as a team in this Network</i>  <i>Articulate our listening/empathy moves to take between now and January to learn more about the equity challenges in our district</i>  <i>Agree on next meeting times</i>  Document Agreements Here: Team Inquiry Log  <i>Share: What is alive for you in this moment? How are you imagining that you will bring this work into your own context?</i>
	Closing Circle & Appreciations
4:00PM	<b>Session Adjourned: Travel Safely Home</b>