

IMPLEMENTATION EXERCISE

SYSTEMIC RACIAL EQUITY TRANSFORMATION

Time required: 45 minutes

Materials required: For each participant, Courageous Conversation Journal and a copy of the worksheet that follows

1. Begin by sharing with the group the following quotation from Gerald Pine and Asa Hilliard (1990):

Solving the problem of racism is America's unfinished agenda, and it must be regarded by educators as a moral imperative. (p. 596)

Pose the following question to the group:

- To what degree are the equity efforts underway in this school system a demonstration of our "moral imperative"?
2. Lead the group through developing a *vision of equity* for the school.
 - First, divide the participants into small groups of four or five people.
 - Hand out the worksheet to each group.
 - Present the diagram for Systemic Racial Equity Transformation.
 - Have the group develop an equity goal for each of the three domains:
 - Learning and teaching
 - Leadership
 - Community
 3. Bring the groups back together, and list each of the goals they created for the three domains. As a whole group, determine for each of the three domains which goal will stand as the equity goal for the school or school system.
 4. After the meeting, prepare a polished copy of the agreed-on goals for distribution, so that all stakeholder groups who will benefit from these goals can have access to them.

COURAGEOUS CONVERSATION SYSTEMIC RACIAL EQUITY TRANSFORMATION FRAMEWORK

SKILL
COURAGEOUS
CONVERSATION
ABOUT RACE:
PROTOCOL
Having an effective
way to talk about race
and racism

WILL
SYSTEMS THINKING:
TOOLS
Examining beliefs that
drive behaviors and
determine results



CAPACITY
ADAPTIVE
LEADERSHIP:
PRINCIPLES
Authorizing productive
disequilibrium

KNOWLEDGE
CRITICAL RACE THEORY:
TENETS
Developing racial
literacy and
consciousness

➤ Leadership

➤ Learning and teaching

➤ Community
