



Session #2

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Coronado Equity Journey

- *Phase 1* Build Trust, understand ourselves and the collective and its impact on issues of equity
- *Phase 2* Build team, continue to engage in reflective and complex dialogue, continue to learn about issues of equity
- *Phase 3* Reimagine our work and design inclusive practices



Andragogy, Knowles (1980)

Outcome #1

A mature understanding of oneself

Outcome #2

Acceptance, respect, and love toward others

Outcome #3

A fluid and dynamic attitude toward life



Outcome #4

Understanding and reacting to causes, not symptoms

Outcome #5

Understanding human experience

Outcome #6

Understanding of and ability to change society



Today's Learning

- Trust Building and Understanding
- 4 Levels of Listening
- What does Equity look like for Coronado?

Invitation to Hold this Metaphor



Mirror
Looking In
Insights into myself
(beliefs, identity, experiences)



Window
Looking Out
Insight on our students, families,
colleagues, school, district

Identity

What do I understand about my own identity and situatedness- and how students may experience me?

Mindset

What is my own mindset and assumptions about student's ability to succeed?

Skills

What skills do I have, and which do I need to learn to meet the various needs of students?

- “If I had an hour to solve a problem I’d spend 55 minutes thinking about the **problem** and 5 minutes thinking about solutions” - Albert Einstein
- “**Vulnerability** is the birthplace of innovation, creativity, and change” - Dr. Brené Brown
- “Participants must be able to **tolerate ambiguity**, work with plausible competing conceptions that seemingly push in opposite directions and live with the **uncertainty** as to exactly how everything will come together. They must trust that the principles and processes of improvement will eventually guide them to a productive end.” Bryk, et al

Ways We Want to Be

- *We acknowledge one another as equals.*
- *We try to stay curious about each other*
- *We recognize that we need each others help to become better listeners*
- *We slow down so we have time to think and reflect*
- *We remember that conversation is the natural way humans think together*
- *We expect it to be messy at times*

[Margaret Wheatley "All Social Change Begins with a Conversation"](#)

Work on: Slowly, slow down, patience and understanding "i'm still forming my opinion" (opinions based on data/knowledge)

What is missing:

Presuming positive intention

Not jumping to conclusions

Listening (student experience)

Comfortable with asking questions, seek to understand

Equal- make sure to slow down and ask students for voice (intentional invitation)

Be comfortable with the uncomfortable

Can we agree on how we remind each other of the norms?

How to ask clarifying questions- to seek for understanding

Subject Clear/Topic clarity

Valuing Student Voice

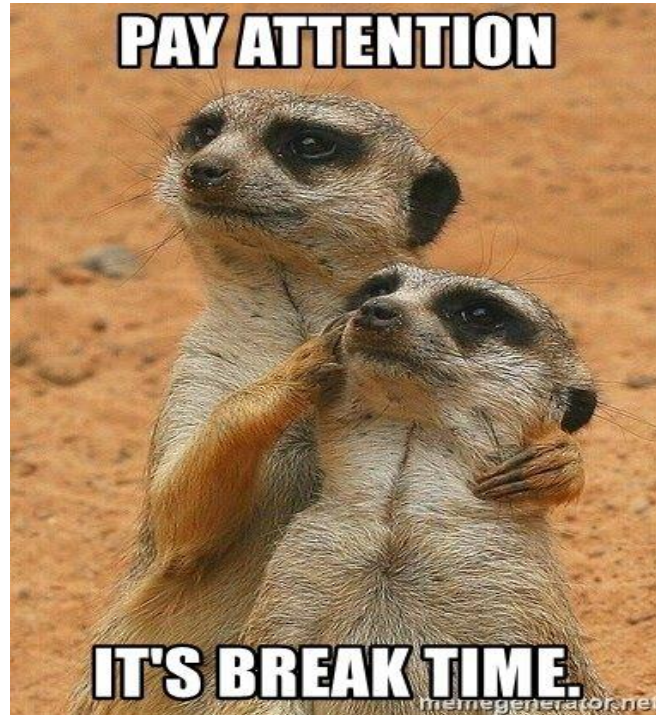
Non-verbal body language (in zoom setting)

Create safe space for people to open up and be honest

Premise and Fact

Small Group Discussion

- What is missing?
- Which one do we want to practice?
- How will we encourage each other to practice them?
- How are adults modeling language and behavior for students?
- ***Please be ready to share out to larger group-quick synopsis of discussion***



Take a quick bio
break & a stretch
5 min

LEVELS of LISTENING

LISTENING 1:
from **HABITS**

DOWNLOADING
HABITS OF JUDGEMENT

RECONFIRMING
OLD OPINIONS &
JUDGEMENTS

LISTENING 2:
from **OUTSIDE**

FACTUAL
NOTICING DIFFERENCES

OPEN
MIND

DISCONFIRMING
(NEW) DATA

LISTENING 3:
from **WITHIN**

EMPATHIC
EMOTIONAL CONNECTION

OPEN
HEART

SEEING through ANOTHER
PERSON'S EYES

LISTENING 4:
from **SOURCE**

GENERATIVE
from the FUTURE
WANTING to EMERGE

OPEN
WILL

CONNECTING to AN
EMERGING FUTURE WHOLE:
SHIFT in IDENTITY & SELF



FOUR LEVELS of LISTENING & CONVERSING

① **DOWNLOAD**
LISTEN from HABIT



POLITENESS

② **FACTUAL**
LISTEN from OUTSIDE



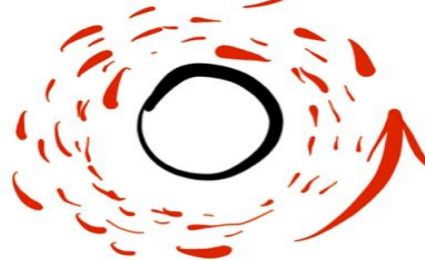
DEBATE

③ **EMPATHIC**
LISTEN from WITHIN



DIALOGUE

④ **GENERATIVE**
LISTEN from the FIELD



COLLECTIVE
CREATIVITY

Reflection
How are we
choosing to listen
to each other?



Equality



Equity



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Equity: A commitment to ensure each child receives what he or she needs to develop to their full academic and social potential



Removing the predictability of success and failure that currently correlates with any social, economic or cultural factor





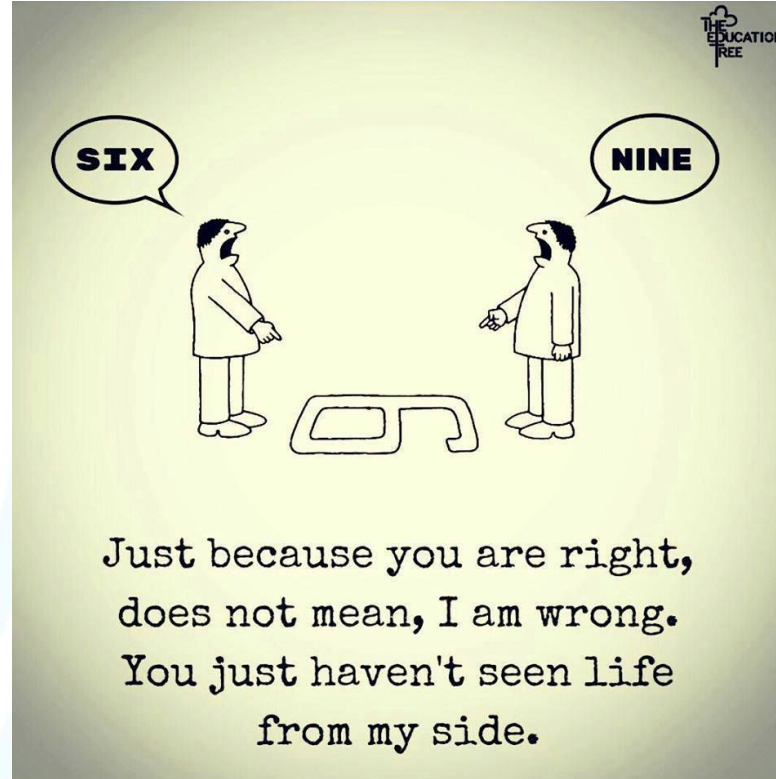
**Interrupting inequitable
practices, examining
biases, and creating
inclusive school
environments for all**





Discovering & cultivating the unique gifts, talents & interests that every human possesses.

Equity Perspectives



What does Equity for Coronado Look like?



#2

zoom
BREAKOUT ROOMS

Communication

Thank you for answering the surveys and helping co-construct our narrative.



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SPEAKERS SLATED TO JOIN THE CONFERENCE



Dr. Margaret Wheatley

Author, speaker, educator, and founder of The Berkana Institute, whose most recent book is *Who Do We Choose To Be? Facing Reality, Claiming Leadership, Restoring Sanity*



Elena Aguilar

Education coach, and founder and president of Bright Morning consulting firm, and author of *Coaching for Equity: Conversations That Change Practice*



Dr. Monique Morris

Author, social justice scholar, executive director of Grantmakers for Girls of Color, and founder and chair of the National Black Women's Justice Institute



Dr. Gholdy Muhammad

Author, associate professor of Language and Literacy at Georgia State University, and director of the Urban Literacy Collaborative and Clinic

Guadalupe Guerrero

Superintendent, Portland Public Schools

Jamilah Pitts

Educator, consultant, writer

Dr. Diane Forbes Berthoud

Assistant Vice Chancellor for Equity, Diversity, and Inclusion at UC San Diego

Dr. J. Luke Wood

Associate Vice President for Faculty Diversity and Inclusion, Distinguished Professor of Education at San Diego State University

Dr. Zachary Green

Professor of Practice and Director of Leadership Development at The Nonprofit Institute, University of San Diego

Closing Circle: One Word

