

LEADERSHIP FOR RACIAL EQUITY (LEADS)

Seminar Descriptions and Learning Outcomes

LEADS Seminar #1

Introduction to the Theory of Transformation and Racial Equity Framework

Seminar 1 re-introduces Courageous Conversation’s Systemic Equity Framework and Theory of Transformation (Framework). Organizational leaders will utilize the language and tools of mindfulness to deepen understanding of the Courageous Conversation™ protocol and apply it in their personal and professional lives. In preparation for Seminar #1, participants should read chapters 1 - 3 of Courageous Conversations about Race (CCAR), 2nd ed., by Glenn Singleton.

Learning Outcomes:

- Leaders will recognize and understand Courageous Conversation™ Protocol and Developmental Scale as essential tools and the foundation of systemic equity transformation.
- Leaders will be able to identify the Framework and recognize the interrelationship of its components, the training delivery model, their personal equity purpose, and their professional and organizational role and accountability as leaders for racial equity.
- Leaders will begin the process of creating the culture and conditions for achieving equity in their personal spheres of influence and understand it as a prerequisite to their professional and organizational development.

LEADS Seminar #2

Using Critical Race Theory to Transform Leadership and The Organization

Seminar #2 re-connects leaders to Courageous Conversation™ as a foundational skill, and demonstrates its integral relationship to the Framework. The seminar further examines the impact of race in the workplace and introduces Critical Race Theory (CRT) – its importance, relevance, and application as an analytical tool for understanding race and the educational disparities resulting from systemic racism. CRT is established as a theoretical and requisite knowledge base in the Framework for systemic equity transformation.

Learning Outcomes:

- Leaders will deepen their understanding of Courageous Conversation™ as a skill and integral component of The Framework.
- Leaders will begin to understand CRT as an analytical tool for understanding social inequity.
- Leaders will begin to understand CRT as a language and set of organizing tenets for examining personal and societal beliefs and behaviors connected to race.

LEADS Seminar #3:**Systems Thinking, Adaptive Leadership, and Organizational Culture and Climate**

Seminar 3 will review leaders' understanding of Critical Race Theory and begin a process of applying it as a tool for analyzing personal, professional, and organizational manifestations of systemic racism in their lives. Leaders will start to internalize adaptive leadership as a method to lead staff in identifying current organizational strengths and weaknesses for systemic racial equity transformation. This process will enable them to challenge existing systems and uncover underlying beliefs and assumptions that interfere with achieving racial equity. Leaders will be introduced to systems thinking and organizational learning, and will become acquainted with Peter Senge's Ladder of Inference and Iceberg as tools for leading staff through individual and organizational introspection and uncovering racial inequities.

Learning Outcomes:

- Leaders will personalize adaptive leadership at a beginning level for purposes of understanding, engaging, and leading organizational learning for racial equity.
- Leaders will understand and be able to make personal, professional, and organizational connections to Critical Race Theory and its applications for interrupting inequitable systems.
- Leaders will understand and be able to apply systems thinking tools to surface beliefs and analyze the current racial equity challenges in their spheres of influence.
- Leaders will be able to assess the climate and culture of their organization with respect to racial equity strengths and challenges.

LEADS Seminar #4:**Empowering and Engaging Communities of Color**

Seminar 5 engages Leaders in dialogue about the intersection of race and community empowerment. The seminar examines the often tightly held beliefs, mythologies, and pathologies that serve to marginalize and disenfranchise communities of color. Using Courageous Conversation™, and informed by their emerging understanding of adaptive leadership, Critical Race Theory, systems thinking and organizational learning, participants will be challenged and supported to disavow these beliefs and engage with people of color in more authentic ways. Leaders are introduced to a process for developing effective relationships and partnerships with communities of color.

Learning Outcomes:

- Participants will be able to apply The Framework as a way to understand how to advance from involvement, through engagement, to empowerment of communities of color.
- Leaders will be able to analyze and uncover systemic racism in their localities, and engage in reflection and dialogue about its impact on racial disparities.
- Leaders will be able to identify processes necessary to support a transformation in the relationship that the organization's personnel develop with communities of color.

LEADS Seminar #5:**Theory to Action: Creating a Framework for Accelerating and Sustaining Organizational Racial Equity Transformation**

Seminar 6 prepares Leaders to move from racial equity theory into intentional practice. A major thrust of this seminar is focused on leaders assessing their understanding of and engagement with The Framework at a personal, professional, and organizational level. Participants will create a personal equity leadership plan and develop a distributive leadership structure for racial equity in their organization or department, and will begin the process of selecting Equity Teams to guide equity-focused professional learning. Leaders will also be introduced to a planning process for equity transformation and will discuss how to anchor their own department improvement plans to the organization's overall equity transformation plan.

Learning Outcomes:

- Leaders will demonstrate mastery in understanding and applying The Framework.
- Leaders will demonstrate ownership for racial equity leadership and will have a plan to accomplish their work at the personal, professional, and organizational level over the next year.
- Leaders will be able to differentiate between delegated responsibility and distributive leadership and articulate their own personal and professional, as well as the organizational, will, skill, knowledge, and capacity to lead for racial equity.
- Leaders will understand the role of departmental Equity Teams, and the process and criteria for selecting E-Team members.