

CASTE: THE ORIGINS OF OUR DISCONTENTS

DR. TAMMY CAMPBELL, CEO,
THE SCHOLAR FIRST,
*NATIONALLY RECOGNIZED
SUPERINTENDENT*



The Scholar First

Equity as the Foundation

WASA
EQUITY | LEADERSHIP | TRUST | ADVOCACY

JAMES BALDWIN...

Because even if I should speak,

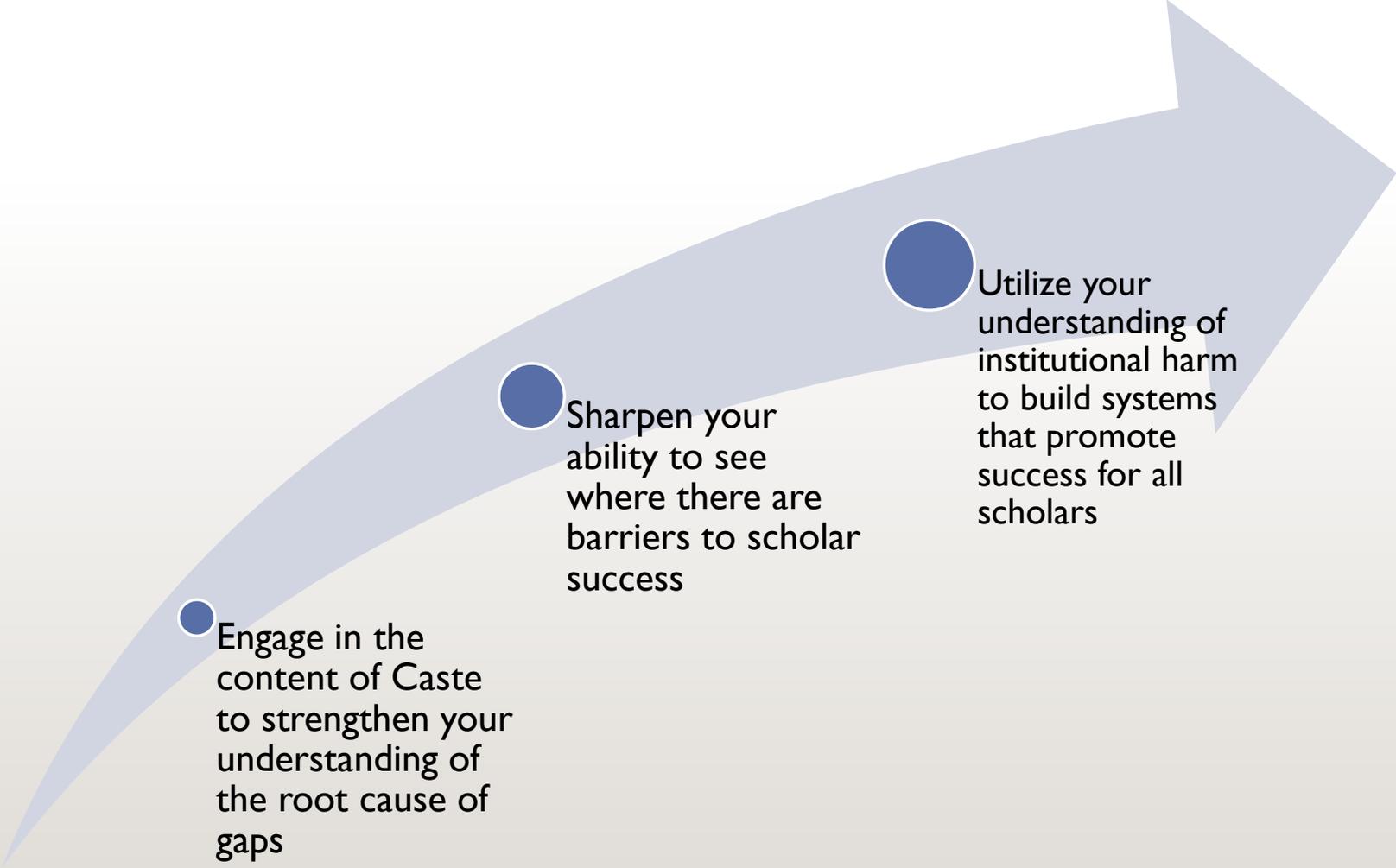
no one would believe me.

And they would not believe me precisely because

they would know that I what I said was true.

What is the message beneath these words?

PRESENTATION OUTCOMES



Engage in the content of Caste to strengthen your understanding of the root cause of gaps

Sharpen your ability to see where there are barriers to scholar success

Utilize your understanding of institutional harm to build systems that promote success for all scholars

NORMS FOR OUR LEARNING TOGETHER

Come assuming positive intent

We are pushing on ideas, not each other

Accept non-closure

Expect to be in a dangerously-safe space

Stay engaged and present

Stay open to new ideas and new perspectives, this is not about being perfect

Keep the focus of this work on our STUDENTS!



CONSIDER THIS...

- *LEADERSHIP and EQUITY are one and the same. There is no equity without leadership, and you are not a leader if you are not fiercely advocating for equity.*



EQUITY...

How do you define Equity in your system?

Record one idea from the assigned reading that is informing how you define equity?

WE MUST FOCUS ON APPROACHES TO EQUITY THAT GO BEYOND THE WORK OF A SINGLE INDIVIDUAL IN AN EQUITY OFFICE AND/OR PROFESSIONAL DEVELOPMENT AND ANTI-BIAS TRAINING... WE WILL NEVER REACH EVERY STUDENT, EVERY CLASSROOM WITH THIS APPROACH. WE MUST TAKE A WHOLE DISTRICT APPROACH THAT IS TETHERED TO OUR STRUCTURES, SYSTEMS AND EMBEDDED IN OUR CULTURE.

PUBLIC EDUCATION LEADERSHIP PROJECT, HARVARD UNIVERSITY, 2020



WHAT IS EQUITY?

A way of being,
seeing, thinking

It is everyday,
everywhere

Everyone leads
for it—it is
systemic

Providing
students what
they need, not the
same thing

Students are
placed at the
heart of the
work--Voice

It is hard

Equity is NOT...

- A pair of glasses you can put on or take off when it is convenient
- A one-off or sparked by conflict or isolated incidents
- A single person in an equity office
- A single “strand” that operates in isolation
- Adult interest driving decisions and the work
- Easy answers that results in everyone agreeing or supporting the work

LEADING FOR EQUITY BEGINS WITH ESTABLISHING THE CULTURE

Educators are ROUTINELY talking about race, equity, inclusion as they problem solve and create powerful learning spaces for students.

Everyone is engaged in ongoing reading, learning about equity,

Scholar Voice is ACTIVATED.

Every department, school, team has a shared VISION of what equity looks like and they are leading for it within their sphere of influence.

Families are valued and experience responsive support.

The central office operates in coordinated and responsive ways to enact the vision and support schools.

Student results so very little disproportionality, and all groups are excelling both academically and socially emotionally.



Homework

The Man in the Crowd

Part One: Toxins in the Permafrost

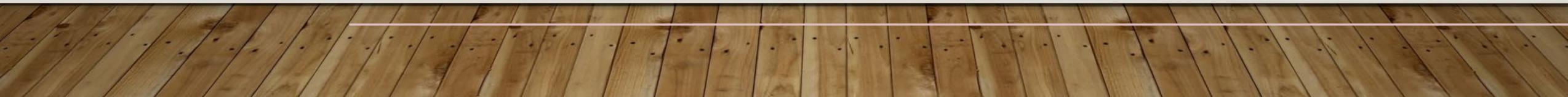
Chapter Two: An Old House and an Infrared Light

Reflection:

1. What connections did you make between the role of leaders in today's schools and "The Man in the Crowd"?

2. As leaders for equity, what new thinking surfaced as you read Part One and Chapter Two? Where did you see your school or district in the text? Be specific.

In the chat box: Record your response to question number #1



BREAK-OUT GROUPS

- ✓ In small groups
- ✓ Select a facilitator for the group
- ✓ Select one recorder to capture the synthesis of the groups thinking for the purpose of sharing with the large group

Prompt: In the next 15 minutes have each participant respond to the following:

- ✓ Point to a selection in the reading and its link to something you have observed in your personal life?
- ✓ Point to a selection in the reading and its link to a **STRUCTURE** in your school/district? Implications for the structure based on your reading? Example of structures include hiring, staffing, curriculum, assessment, etc.

Share out whole group



**REVISITING YOUR
DEFINITION OF
EQUITY?**

**WHAT IS CLEARER
NOW?**



HOMework FOR OUR BOOK STUDY ON CASTE

DECEMBER 7TH 3:00-4:30

Read Chapters 3-5

1. Create a Top Five list that starts with “If Only I knew...”
2. Identify an element of your school/district that was top of mind as you reflected on the reading?



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