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# Equity / In a Divided Community

# Equity / In a Divided Community

- Welcome
  - Avoid a quorum of a board
- Understanding ESSB 5044 – what is included and isn't
- Educational equity & use of the term “critical race theory”
- Leading through divisive times - Talking Points for community conversations about equity
- Q&A (put your questions in Q&A box)
- Closing thoughts
  - Available resources

# Unpacking ESSB 5044

“Increasing equity, diversity, inclusion, antiracism, and cultural competency training throughout the entire public school system by providing training programs for classified staff, certificated instructional staff, certificated administrative staff, superintendents and school directors”

## Highlights of 5044 related to school director training

- Includes cultural competency, diversity, equity and inclusion (CCDEI) standards and training for educators, education leaders & school directors
- Professional development only for adults
- No component of training for students
- No specified curriculum
- Developed and delivered by WSSDA
- Required training starting in 2022 for school directors

# Questions?

Please type questions in  
the Q&A box



# Educational equity & use of the term critical race theory

- Critical race theory (CRT) is a collection of legal and academic topics dating back to the 1970s.
- The theory holds that bias is embedded within our institutions, that bias affects each person differently & leads to unequal outcomes.
- Catch-all term often used inaccurately to refer to any type of equity work
- Generally not productive to debate about CRT or other buzzwords. Instead, focus on your students, their needs, and your district priorities.
- Disagreement is expected. Build capacity by starting with internal dialogue.

# Community engagement - Keep the focus local

- **Listen respectfully and ask clarifying, specific questions**
- **Focus on the work of your district**
  - **Provide information and correct misinformation**
  - **Share your district's equity goals**
  - **Refer to guiding documents with community input**
- **Education has long recognized that different students have different needs; not a new focus**
  - **Federal funding for Title 1 and IDEA based on closing gaps for many student groups**

# Questions?

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the Q&A box





Leading through divisive times:

Community conversations  
about equity

# Effective leadership in challenging conversations

- **Anticipate pushback and judgement ... and stay on message**
- **You don't have to attend every debate to which you're invited**
- **Stay laser-focused on your students, their needs, and your local actions**
- **Take the time to educate yourself:**
  - **About the experiences of those in your community who are different from you**
  - **About your students' needs and educational outcomes**
  - **About your district's goals and priority actions; be clear in your "why"**

## Effective leadership in challenging conversations, cont.

- **Nobody likes to be labeled and minimized, including your critics**
- **Have strong procedures in place for public meetings AND provide appropriate outlets for big emotions**
- **Significantly increase the amount of time set aside for dialogue, reflection, and connection. Invest in relationships.**
- **Good self care is a leadership decision**

# Questions?

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the Q&A box





Closing  
thoughts  
•  
Thank you  
for  
joining us