

# Leading for Equity

Eliminating inequalities



CASSA 2022

Jordan Tinney

[jordantinney@shaw.ca](mailto:jordantinney@shaw.ca)

A man and a woman are sitting on a rocky cliff overlooking the ocean at sunset. They are looking at a map together. The man is on the left, wearing a dark jacket and a backpack. The woman is on the right, wearing a red jacket and a beanie. The sun is low on the horizon, creating a warm, golden glow over the water. The sky is filled with soft, golden clouds. The ocean is calm, with gentle ripples on the surface. The cliff they are sitting on is made of large, grey rocks.

# The facilitated sessions

- What we have hoped to achieve
- Time for you, time for your colleagues
- Connect, explore and breathe



Contextual Literacy, adaptive leadership, leading with compassion – all to what end?

A close-up, profile view of a young Black woman looking thoughtfully out of a window. The text "Equity and Social Justice" is overlaid on the image.

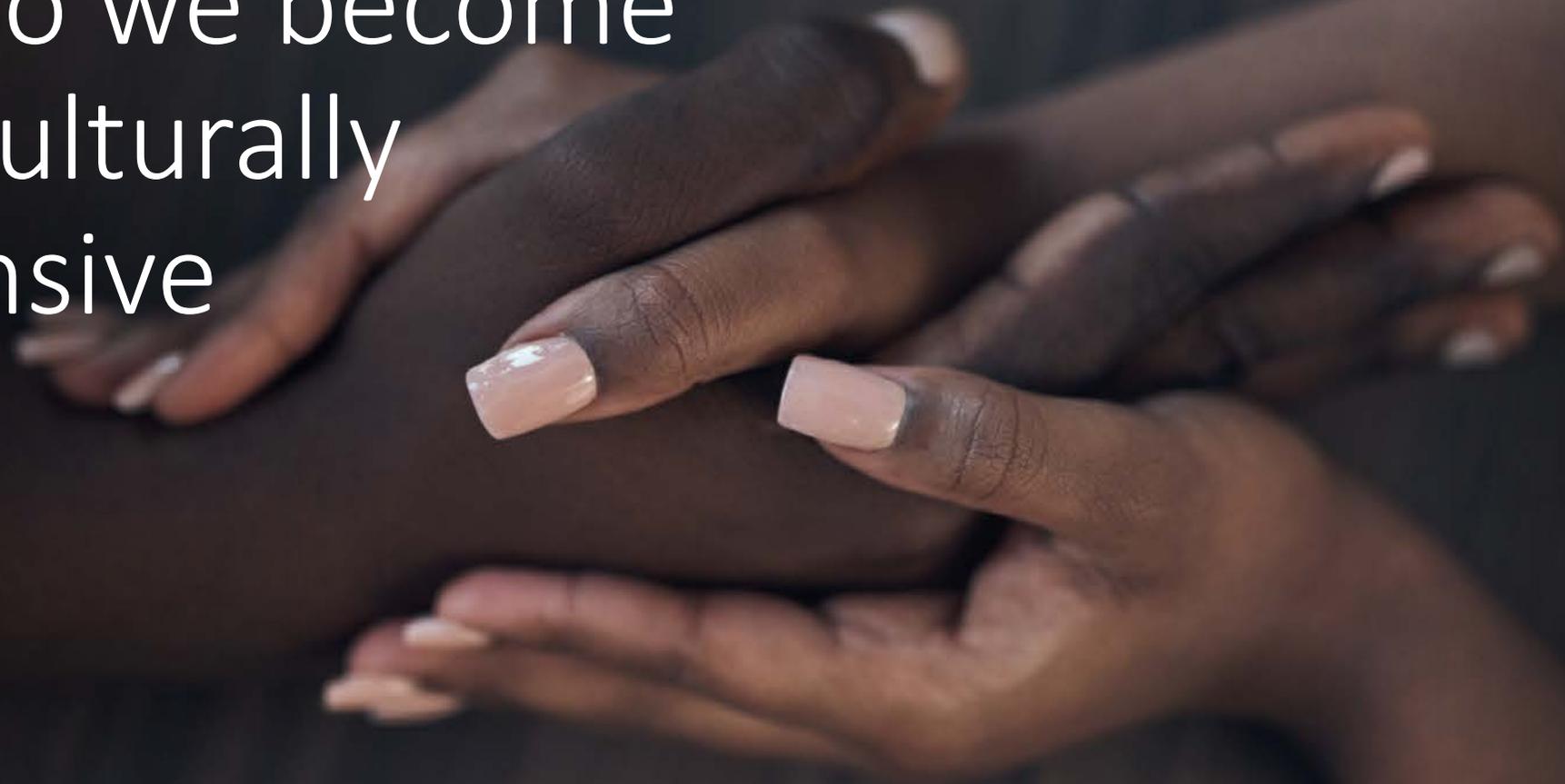
# Equity and Social Justice

A woman with long, wavy, grey hair is shown in profile, looking out over a rocky coastline. The background is a blurred view of the ocean and dark rocks. The text is overlaid on the image in a white, sans-serif font.

We're doing amazing things, but only  
for a segment of our population.

The journey begins inside

How do we become  
truly culturally  
responsive



How are you becoming critically self-aware





How are you  
developing culturally  
responsive teachers



How do you nurture culturally responsive/inclusive environments



In what way are you  
engaging students,  
parents, and Indigenous  
contacts



We're on a journey, a  
continuum of learning

# Where are you on the continuum?

Organizational Elements	Exclusive	Passive	Symbolic	Identity Change	Structural Change	Institutional Change
Profile						
Culture						
Board and Management						
Hiring, Recruitment and Retention						
Training and Competencies						

Organizational Elements	<p style="text-align: center;"><b>Symbolic</b></p> <p style="text-align: center;"><b>“Racial differences are tolerated”</b></p>
Profile	<p>Policies and practices are in place to promote diversity, but are largely ineffective for changing racist behaviors and outcomes. Communities of color are invited, but nominally participate.</p>
Culture	<p>...all organizational levels are generally inattentive to continuing patterns of privilege, paternalism, and control.</p>
Board and Management	<p>Occasionally attends race equity training, and makes verbal and written commitment to diversity. Largely sees the race issue as getting a few people of color on the board and management team. Does not acknowledge or address racism and white privilege as a business problem.</p>
Hiring, Recruitment and Retention	<p>...finding employees of color who are a “good fit” proves a difficult challenge; final hiring decisions continue to reflect white cultural norms.</p>
Training and Competencies	<p>All staff are required to attend a single diversity class during their employment. There is inadequate funding and time provided to deepen individual understanding of racial equity and how it might be practiced. Basic training plans do not include race equity training. Designated staff are given “leadership” roles but no power.</p>

A black and white photograph of a person climbing a curved staircase against a cloudy sky. The staircase is silhouetted against the sky, and the person is a small figure in the middle of the frame, climbing upwards. The sky is filled with soft, textured clouds.

*The journey of a thousand miles begins  
with a single step*

*Lao Tzu*

When will what we know change what  
we do?

# Table Questions

1. What steps have you taken in your own professional learning to pursue critical self-awareness?
2. How have you worked, in your districts or schools, to develop culturally responsive and inclusive environments?
3. How have you engaged students and parents in conversations about barriers to equitable learning environments?

I'll bring you back at 11:40

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