



The National Center for College & Career  
Make Potential Exponential

# Leading for Equity

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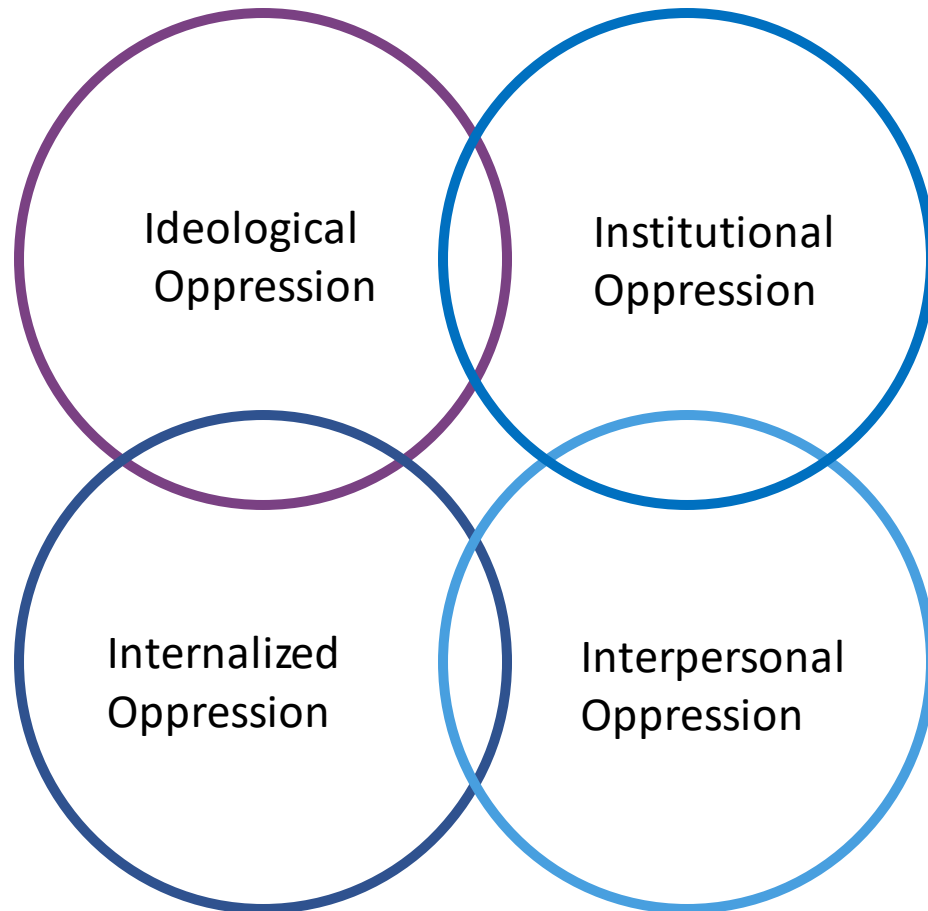


## The Reckoning

“When we allow ourselves to be shielded and disconnected from those who are vulnerable and disfavored,” we lose our effectiveness, but “proximity is a pathway through which we learn the kind of things we need to know to make healthier communities.”

Bryan Stevenson

# 4 I's of Oppression





# Ideological Oppression

A large sea turtle is swimming in clear, turquoise water above a vibrant coral reef. The turtle's shell is a mix of brown and green, and its flippers are visible. The reef below is covered in various types of coral and green algae. The water surface is visible at the top, with some ripples and light reflections.

A system of beliefs  
or ideas



# **Institutional Oppression**

An aerial photograph of a suburban residential neighborhood. The image shows a dense grid of streets, with houses and green spaces interspersed. The houses are mostly single-story with dark roofs. There are some larger, more prominent buildings, possibly schools or community centers, scattered throughout the area. The overall scene is a typical example of a planned suburban development.

**Using the laws, the legal system, the education system, public policy, media, political power, etc... to maintain ideology**

# Interpersonal Oppression

A close-up photograph of a hand holding a white chess piece, likely a king or queen, positioned over a wooden chessboard. The board is filled with various wooden chess pieces, including pawns, knights, and kings. The background is blurred, showing a person's face and a blue shirt, suggesting a social or competitive setting.

**The idea that one group is better than another and has the right to dominate/control the other**



# Internalized Oppression

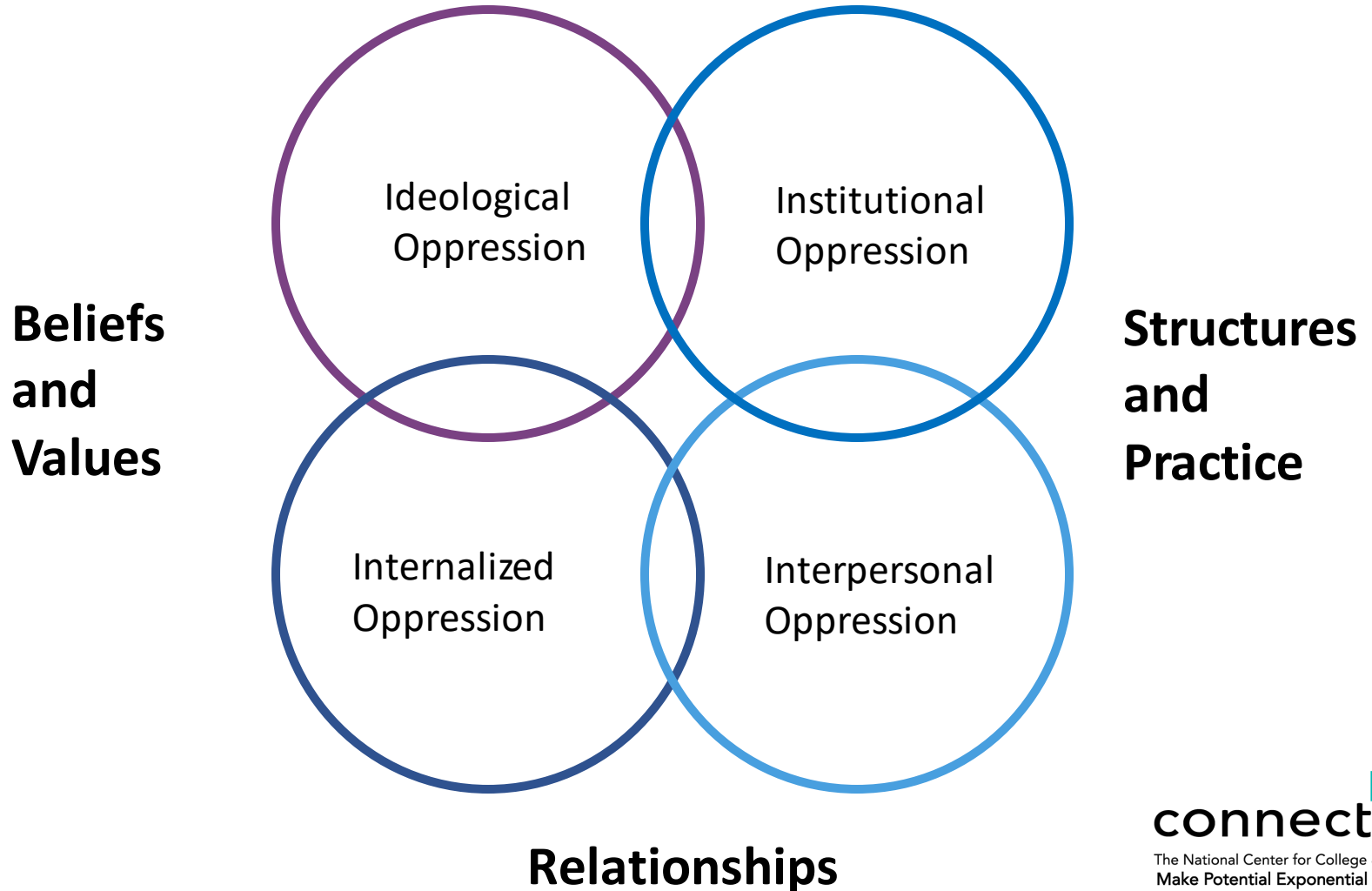
The oppressor doesn't have to exert any more pressure, because we now do it to ourselves and each other





# 4 I's of Oppression

Systems, Political Power and Policies



# Table Talk

- What resonates?
- As you think about your local equity efforts, what are you actively addressing(4 I's)?
- What aren't you tending to?
- Where are your challenges?
- Where might you need to take some actions?



# Leadership and Governance



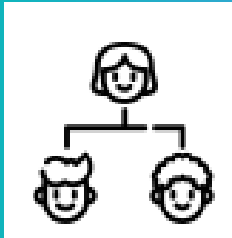
1. Take a moment and quietly read through the rubric
2. Rate your team, your community
3. Share/Discuss your ratings with a colleague or your team
4. Identify your top 1 or 2 priorities



“You know the adage “People resist change.” It is not really true. People are not stupid. People love change when they know it is a good thing. No one gives back a winning lottery ticket. What people resist is not change per se, but loss. When change involves real or potential loss, people hold on to what they have and resist the change.”

- **Ronald Heifetz**

# SCARF



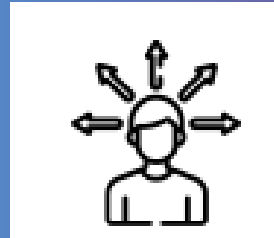
STATUS

Our relative  
importance  
to others



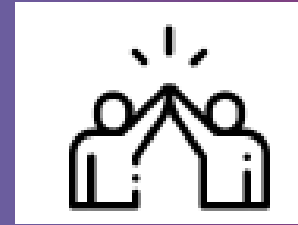
CERTAINTY

Our ability to  
predict the  
future



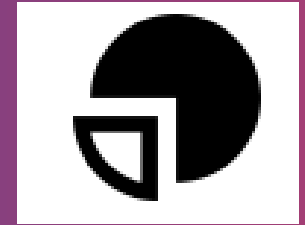
AUTONOMY

Our sense of  
control over  
events



RELATEDNESS

Our sense of  
safety with  
other



FAIRNESS

Our sense of  
fair exchanges  
between  
people

# Table Talk

- What resonates?
- As you think about your local equity efforts, what are you actively addressing
- What aren't you tending to?
- Where are your challenges?
- Where might you need to take some actions?





# Team Time







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# Thank You & Questions

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