



Diversity, Equity and Inclusion: Recommended Pathways for Your Board

We have researched and curated opportunities for your board to develop awareness and skills to advance oversight with an equity lens.

Opportunities for Growth and Exploration

We have partnered with the following organizations to provide pathways integrating equity training into your board calendar.

oneTILT	DEI Foundations	Identities = Complex	Difference = Discovery	Equity = Everything: Let's Talk White Supremacy (Part 1 and Part 2)	Fee Structure
<p>Minnesota DEI Peer Learning Community</p> <p>5 Sessions (90 minutes)</p>	<p>What do we even mean by diversity, equity, and inclusion? Why focus on race? How do we begin to talk about all of this? Language is a powerful thing, and we can experience conflict in necessary conversations around racial diversity, equity, and inclusion when we use the same words but mean different things. This workshop provides your team with the space to get on the same page with terms like identity, race, racism, privilege, oppression, prejudice, and intersectionality.</p>	<p>DEI is first and foremost personal and relational work. Focusing on our own identities, we'll consider how multiple identities shape power dynamics at work. Specifically, we will examine how multiple identities complicate and inform the work we do. We'll go through an interactive exercise that invites participants to reflect on how their multiple identities (e.g., race, gender, age, socioeconomic status, ethnicity, sexual orientation, language, etc.) are nuanced - and how they can carry complex notions of privilege and pain. We'll then layer on various questions that spark reflection and dialogue on how our identities interact with stakeholders, colleagues, and other community members.</p>	<p>We will learn the 7 Cultural Dimensions as a tool to better understand ourselves and the people we manage, and how to navigate differences in our work. This tool helps develop cross-cultural competence and strengthen our relationships across lines of difference.</p>	<p>As we think about redesigning our organizations to be more inclusive, we must do so by interrogating the ways white supremacist culture shows up in our work. You will develop a common language around white supremacist culture and then - within a brave space - consider ways to decenter and/or dismantle these cultural views and habits in your own practice and workplace.</p>	<p>Available upon request</p> <p>Click here for more information</p>

<p>CommonSense Consulting</p> <p>Board Member Intercultural Development Inventory Assessment</p>	<p>Intercultural Development Inventory Assessment (IDI)</p> <p>Administrate the IDI to all board members, including the school leader. Everyone will receive a personal online invitation to take the assessment (see appendix for more information about the IDI Assessment).</p>	<p>Individual Coaching Sessions</p> <p>Each Board member and school leader will be invited to participate in a coaching session to learn their individual IDI assessment results and review an action plan that can be used to develop Intercultural Competence.</p>	<p>Self-Awareness & Goal Setting Retreats</p> <p>Consultants will design and facilitate a meeting to review a summary of all interview findings, an explanation of the IDI Framework, a group profile that summarizes the Board of Directors and school leader's individual IDI results, and a discussion of how the Board of Directors will use their new insights to expand their own and the organization's cultural agility.</p>	<p>Final Session</p> <p>Second meeting will be to develop one to two goals that the Board will implement. Initiatives selected will increase the Board member's Intercultural Agility and desired outcomes (metrics) and estimated timetable for each of the initiatives/goals.</p>	<p>Fee Structure</p> <p>\$200 per board member for individual IDI assessment in addition to \$3150 for board sessions</p> <p>Contact: Janice Downing janiced@cscworks.com</p>
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<p>National Equity Partners</p> <p>Webinar Series & Institute</p> <p>(Three complimentary 1-hour webinars and access to 6-week courses through the NEP Institute.)</p>	<p>Equity 101: Starting the Equity Conversation</p> <p>The word "equity" is everywhere these days– but what does it really mean? What if it means something different to me, to my colleagues, and to my community? A crucial part of the "equity conversation" is creating meaningful opportunities for people to connect to why equity matters to them. Connecting to their "why" helps people to individually and collectively define what equity means and looks like in their own context Schools often name "equity goals". But in order to set — let alone reach — equity goals, you need to create conditions for people to make sense of what equity means, why it's important, and how to approach it together.</p> <p>Working with equity at the center requires people to authentically bring who they are and their life experiences to the table. Walk away with new insights and some concrete tools for getting the equity conversation started in your context.</p>	<p>Implicit Bias, Structural Racialization, and Equity</p> <p>Increased interest in the topic of implicit bias provides an opportunity to open and deepen important conversations in our organizations and communities about equity, belonging, and ultimately justice.</p> <p>Most work on implicit bias focuses on increasing awareness of individuals in service of changing how they view and treat others. But to lead to meaningful change, an exploration of implicit bias must be situated as part of a much larger conversation about how current inequities in our institutions came to be, how they are held in place, and what our role as leaders is in perpetuating inequities despite our good intentions.</p> <p>Our success in creating organizations and communities in which everyone has access to the opportunities they need to thrive depends on our willingness to confront the history and impacts of structural racism, learn how implicit bias operates, and how to interrupt inequitable practices at the interpersonal, institutional and structural level.</p>	<p>Liberatory Design Framework</p> <p>This session will introduce you to the National Equity Project's Liberatory Design framework, focusing on how Liberatory design mindsets can support your efforts to lead change and create more equitable teams, organizations, and systems in ways that respond to this moment and lay groundwork for longer term transformation.</p> <ul style="list-style-type: none"> • Notice and reflect on the inherent tensions, complexity and uncertainty in leading for equity right now • Surface the most pressing equity challenges you are confronting in your organization now <p>Generate and harvest ideas about how to apply Liberatory design mindsets in your own equity leadership and change efforts in your context.</p>	<p>Board Webinar Series</p> <p>For Board Management System clients, we have embedded the three free webinars from NEP in the portal for your convenience.</p> <p>Also, participants may access the NEP series for free via their website. https://www.nationalequityproject.org/free-webinars</p> <p>NEP Institute Courses</p> <p>Additionally, you may access the NEP Institute and access the 6-week course offerings. \$800-\$1200 per person https://www.nationalequityproject.org/courses</p>
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Free Resources	Podcasts	Books to Read	Films to Watch	Articles to read
<p>Recommended by CommonSense Consulting</p>	<p>Podcasts</p> <ul style="list-style-type: none"> • 1619 (New York Times) • About Race • Code Switch (NPR) • Intersectionality Matters! hosted by Kimberlé Crenshaw • Momentum: A Race Forward Podcast • Pod For The Cause (from The Leadership Conference on Civil & Human Rights) • Pod Save the People (Crooked Media) • Seeing White <p>Recordings</p> <ul style="list-style-type: none"> • Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers (50:48) • Dr. Robin DiAngelo discusses 'White Fragility' (1:23:30) • "How Studying Privilege Systems Can Strengthen Compassion" Peggy McIntosh at TEDxTimberlaneSchools (18:26) 	<ul style="list-style-type: none"> • Black Feminist Thought by Patricia Hill Collins • Eloquent Rage: A Black Feminist Discovers Her Superpower by Dr. Brittney Cooper • Heavy: An American Memoir by Kiese Laymon • How To Be An Antiracist by Dr. Ibram X. Kendi • I Know Why the Caged Bird Sings by Maya Angelou • Invisible No More: Police Violence Against Black Women and Women of Color by Andrea J. Ritchie • Just Mercy by Bryan Stevenson • Me and White Supremacy by Layla F. Saad • Raising Our Hands by Jenna Arnold • Redefining Realness by Janet Mock • Sister Outsider by Audre Lorde • So You Want to Talk About Race by Ijeoma Oluo • The Bluest Eye by Toni Morrison • The Fire Next Time by James Baldwin • The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander • The Next American Revolution: Sustainable Activism for the Twenty-First Century by Grace Lee Boggs • The Warmth of Other Suns by Isabel Wilkerson • Their Eyes Were Watching God by Zora Neale Hurston • This Bridge Called My Back: Writings by Radical Women of Color by Cherrie Moraga • When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America by Ira Katznelson • White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo, PhD 	<ul style="list-style-type: none"> • 13th (Ava DuVernay) — Netflix • American Son (Kenny Leon) — Netflix • Black Power Mixtape: 1967-1975 — Available to rent • Blindspotting (Carlos López Estrada) — Hulu with Cinemax or available to rent • Clemency (Chinonye Chukwu) — Available to rent • Dear White People (Justin Simien) — Netflix • Fruitvale Station (Ryan Coogler) — Available to rent • I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy • If Beale Street Could Talk (Barry Jenkins) — Hulu • Just Mercy (Destin Daniel Cretton) — Available to rent for free in June in the U.S. • King In The Wilderness — HBO • See You Yesterday (Stefon Bristol) — Netflix • Selma (Ava DuVernay) — Available to rent for free in June in the U.S. • The Black Panthers: Vanguard of the Revolution — Available to rent • The Hate U Give (George Tillman Jr.) — Available to rent for free • When They See Us (Ava DuVernay) — Netflix 	<ul style="list-style-type: none"> • "America's Racial Contract Is Killing Us" by Adam Serwer Atlantic (May 8, 2020) • Ella Baker and the Black Freedom Movement (Mentoring a New Generation of Activists) • "My Life as an Undocumented Immigrant" by Jose Antonio Vargas NYT Mag (June 22, 2011) • The 1619 Project (all the articles) The New York Times Magazine • The Combahee River Collective Statement • "The Intersectionality Wars" by Jane Coaston Vox (May 28, 2019) • Tips for Creating Effective White Caucus Groups developed by Craig Elliott PhD • "Where do I donate? Why is the uprising violent? Should I go protest?" by Courtney Martin (June 1, 2020) • "White Privilege: Unpacking the Invisible Knapsack" by Knapsack Peggy McIntosh • "Who Gets to Be Afraid in America?" by Dr. Ibram X. Kendi Atlantic (May 12, 2020)