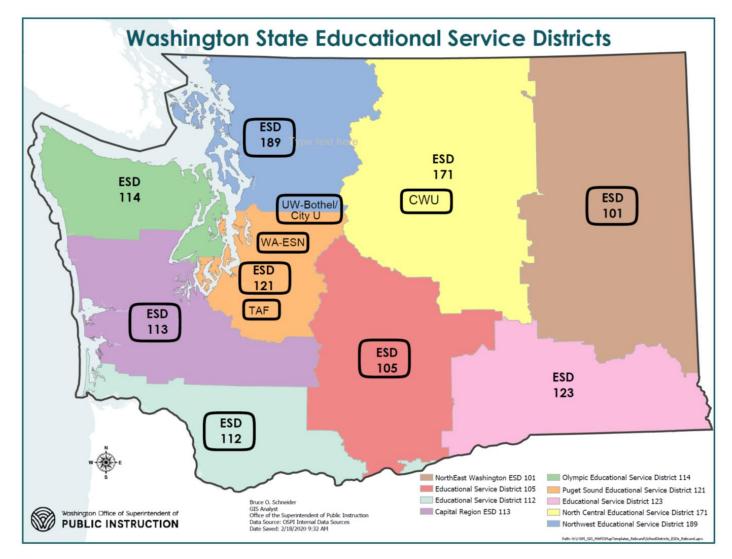
## LEADER Grantee Orientation





### **Regional Leads**







### **Facilitating Our Webinar Today**



Heather Gingerich,

College Spark

Washington



Johnette Burdette, *EDNW* 



Celeste Janssen, *EDNW* 



Dr. Karen Pérez, *EDNW* 



## **Agenda**

- Who We Are
- Welcome
- Why We Are Here
- The Details



# Welcome



### Why We Are Here

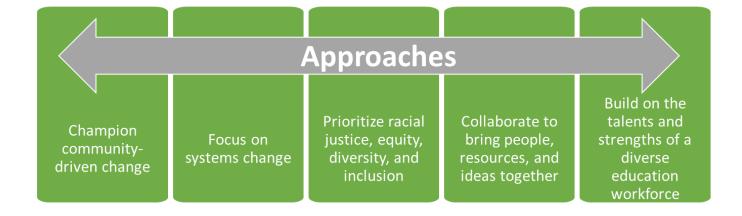
#### Leaders in Education Advancing Diversity Equity and Racial Justice

LEADER aims to elevate community driven efforts that increase and sustain community representation in Washington's education workforce

Racial, ethnic, and linguistic community representation across the education workforce

A diverse community represented education workforce

Change in policy, practice, and institutional culture to amplify equity, antiracism, and racial justice across the education system.







### What's a Learning Community?

"A learning community is a group of practitioners who, while sharing a common concern or question, seek to deepen their understanding of a given topic by learning together as they pursue their individual work ...

Learning communities are distinct from other learning structures (such as trainings, fellowships, retreats, and summits/conferences), and while learning communities themselves can take many forms, they are defined by three primary characteristics:

- Participants learn in action while grappling with real-life questions
- Participants learn together, generating collective wisdom
- Participants learn on an ongoing basis and over time."
  - Learn and Let Learn, Grantmakers for Effective Organizations



#### **Features of Our Learning Community**



Learning communities are grounded in a spirit of continuous improvement



We have collective wisdom: Each one of you is here as both a knowledgeable contributor and a learner



Together, we are working to center students farthest from educational justice, and collectively we use an equity, diversity, and inclusion focus in our work



#### **Features of Our Learning Community**

#### PUT RELATIONSHIPS FIRST

Build community and racialized trust & care

#### KEEP FOCUSED ON OUR COLLECTIVE GOAL

Create racial justice through Black Liberation & Native Sovereignty

## NOTICE & SHIFT RACIALIZED (etc.) POWER DYNAMICS

Be aware of how you act on your power, privilege, & advantage

CENTER
COLLECTIVE
Indigenous & Black
EXPERTISE,
NORMS, & JOY

At racial intersections of gender, class, & disability

#### COLOR BRAYE SPACE NORMS

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#### CREATE A SPACE FOR MULTIPLE TRUTHS

While prioritizing & believing lived experiences of racism

LOOK FOR
LEARNING & COMMIT
TO 'LEARNING IN
PUBLIC'

Avoid playing the devil's advocate that upholds white-dominant power structures PRACTICE EXAMINING RACIALLY BIASED SYSTEMS

Systems are what are left after all the people in this

#### BE KIND AND COLOR BRAVE

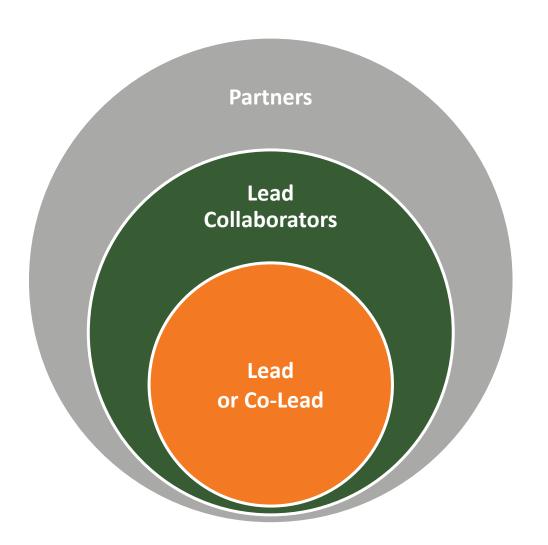
Explicitly address Settler Colonialism, Anti-Blackness, & White Supremacy

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The Color Brave Space Norms were created by Equity Matters. Please contact us to use.





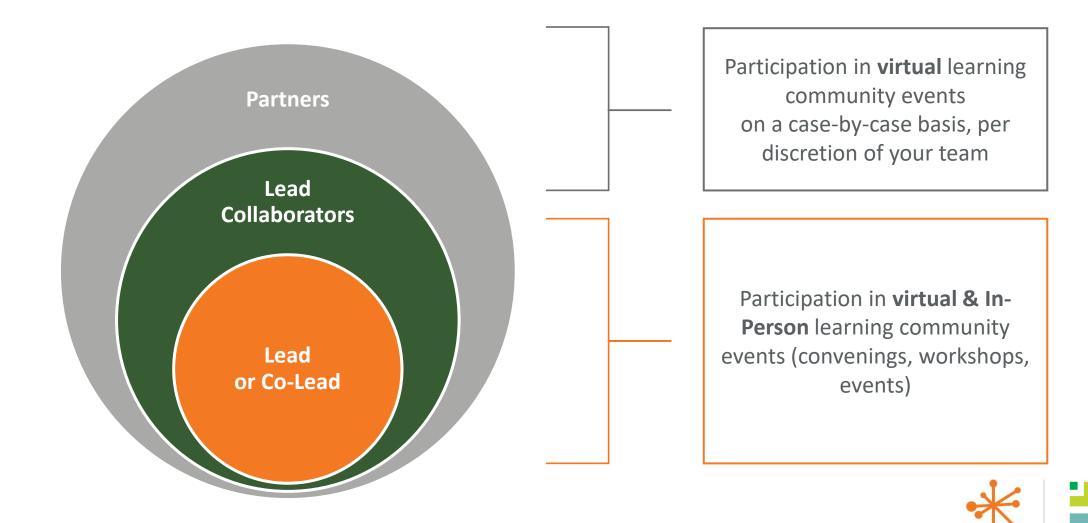
## The Details: Your Regional Team



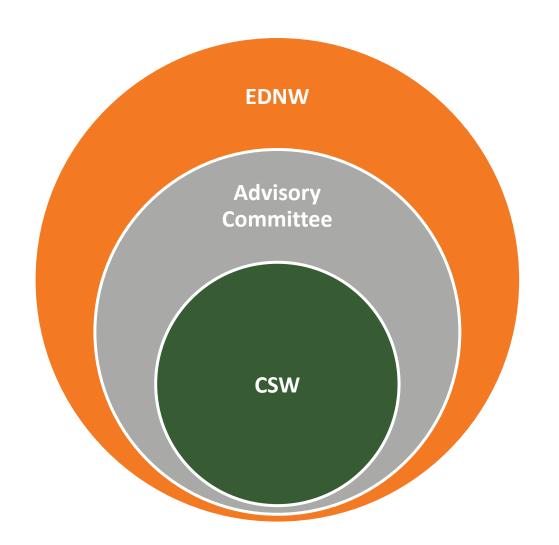




#### The Details: Your Regional Team



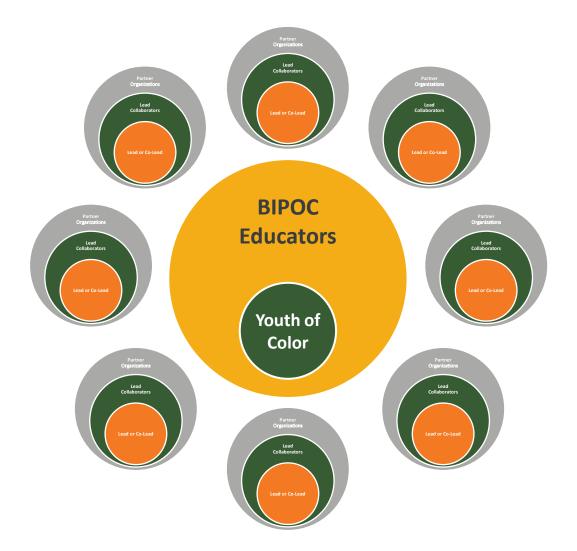
#### **The Details: Our Facilitation Leads**







#### The Details: Our PLC Structure







#### **PLC Year One**

| Date               | Event  |
|--------------------|--|
| Today              | Grantee Orientation Kickoff                                |
| September 20, 2022 | In-Person Convening: Community Building and Equity Matters |
| October 11, 2022   | Whole Community Kickoff                                    |
| November 2022      | Exploring Our Shared Work (Virtual Meeting)                |
| December 2022      | Peer Guidance Session 1                                    |
| January 2023       | Workshop: Partner Analysis Mapping                         |
| March 2023         | Peer Guidance Session 2                                    |
| April 2023         | Workshop: TBD  |
| May/June 2023      | Peer Guidance Session 3                                    |



### **PLC Year Two**

| Date          | Event                              |
|---------------|------------------------------------|
| Summer 2023   | In-Person Convening                |
| October 2023  | Workshop: TBD                      |
| November 2023 | Peer Guidance Session 4            |
| January 2024  | Workshop: TBD                      |
| January 2024  | Peer Guidance Session 5            |
| February 2024 | Funder Guidance Session            |
| March 2024    | Workshop: TBD                      |
| Spring TBD    | Process for Reviewing Applications |



#### **Check-Ins & Milestones**

| 3-4 times per year | <ul> <li>Check-in survey, call, or email</li> <li>Emerging needs</li> <li>Areas of progress</li> <li>Identified policy issues for advocacy</li> <li>Feedback and suggestions for facilitation leads</li> <li>Sounding board for evolving work plan strategies &amp; ideas</li> </ul> |
|--------------------|--|
| Sept 2023          | Grant financial report; funding can carry forward  |
| Jan-April 2024     | Peer/expert meeting to review work plans Final Work Plan Summary/Presentation Optional funding request for work plan priorities areas  |



#### **Work Plan**





#### **Next Steps: Grant Agreement and Funds**

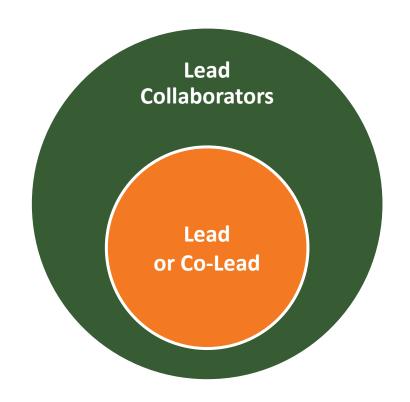
#### Finalize agreement, receive year 1 funds

- Budget update as soon as possible
- Two-year grant agreement signed via DocuSign by September 15
- Grant funds disbursed by September 30, 2022
- Second disbursement: September 2023



#### **Next Steps: Basecamp**

- Solidify your teams
- Update Google sheet with lead collaborator and partner information
- Basecamp invitations to your lead collaborators

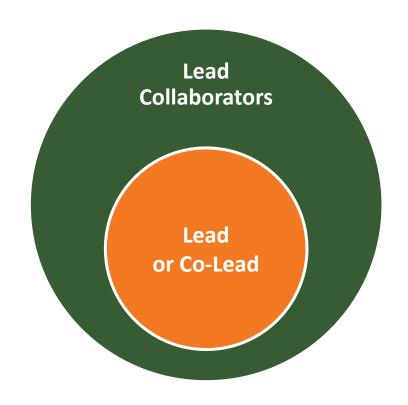




#### **Next Steps: In-Person Convening**

In-person convening on September 20 at the Bethaday Community Learning Space in White Center (near Seattle/SeaTac)

- Solidify your teams
- RSVP approximately three to five people per region (link to follow)





#### **Next Steps: Whole Initiative Webinar**

#### October 11 at 10:00 a.m.

- Information session about the LEADER
   Initiative and our shared work
- Everyone (all regional partners and lead collaborators are invited)

