



Equity

5 PROMISING PRACTICES FOR INTENTIONAL EQUITY

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CDE - TOPIC BASED
WEBINAR SERIES

1

Naming and Practicing Equity as Core to Your Organization

2

Diving into Data as a Determiner of Practice and Policy

3

Making Diversity Recruitment, Hiring, and Development Mandatory

4

Developing Systems of Inclusion Across Differences

5

Implementing Strategic and Targeted Diversity, Equity and Inclusion Development Throughout Your Organization

SESSION OUTLINE



AARON J. GRIFFEN, PH.D.

- Director of Diversity Equity and Inclusion @ DSST Public Schools
- CEO and Co-Founder of Prosperity Educators, LLC
- Practitioner Scholarship in Diversity Equity and Inclusion, Oral History, African American Educational Lobbying
- Former High School Principal
- Former Middle School Asst. Principal
- Former English Teacher
- Former Football, Basketball and Track Coach

NAMING AND PRACTICING EQUITY AS CORE TO YOUR ORGANIZATION

We will cover these skills:

- Speaking the DEI Language
- Putting Language into Action
- Making Action Measureable



SPEAKING THE DEI LANGUAGE

- **Define Diversity, Equity and Inclusion**

Include Key Stakeholders (Students, Staff, Parents, the Community)

- **Include DEI Language in all areas of the organization**

At the beginning when ideas are formed

In the middle when ideas become plans

At the end before the plans and decisions are launched.

- **Check all documents for DEI Language**

Have others read for inclusive and exclusive language

Seek gender neutral language and race conscious language

Delete language that is reductionist and deficit focused





PUTTING LANGUAGE INTO ACTION

Diversify Practice

Promote Equity of Experience

Build Inclusive Process



Specific



Measurable



Attainable



Relevant



Time-based



MAKING ACTION MEASURABLE

- Set S.M.A.R.T Goals for Diversity not Token/Check Boxes
- Ensure S.M.A.R.T Goals Support Equitable Outcomes NOT Do Equity to Individuals
- Identify when Goals are Producing Exclusion of Certain Groups in Favor of others (PRIVILEGE)



EQUITY AS CORE SUMMARY

- Diversity initiatives fail because we are unwilling to address entitlement of privileged groups.
- We cannot attain Equity without Inclusion.
- We cannot attain Inclusion without Diversity.
- Diversity Equity and Inclusion for the sake of Diversity Equity of Inclusion and not Transformation only perpetuates oppression and further inequities.

SESSION PROGRESS

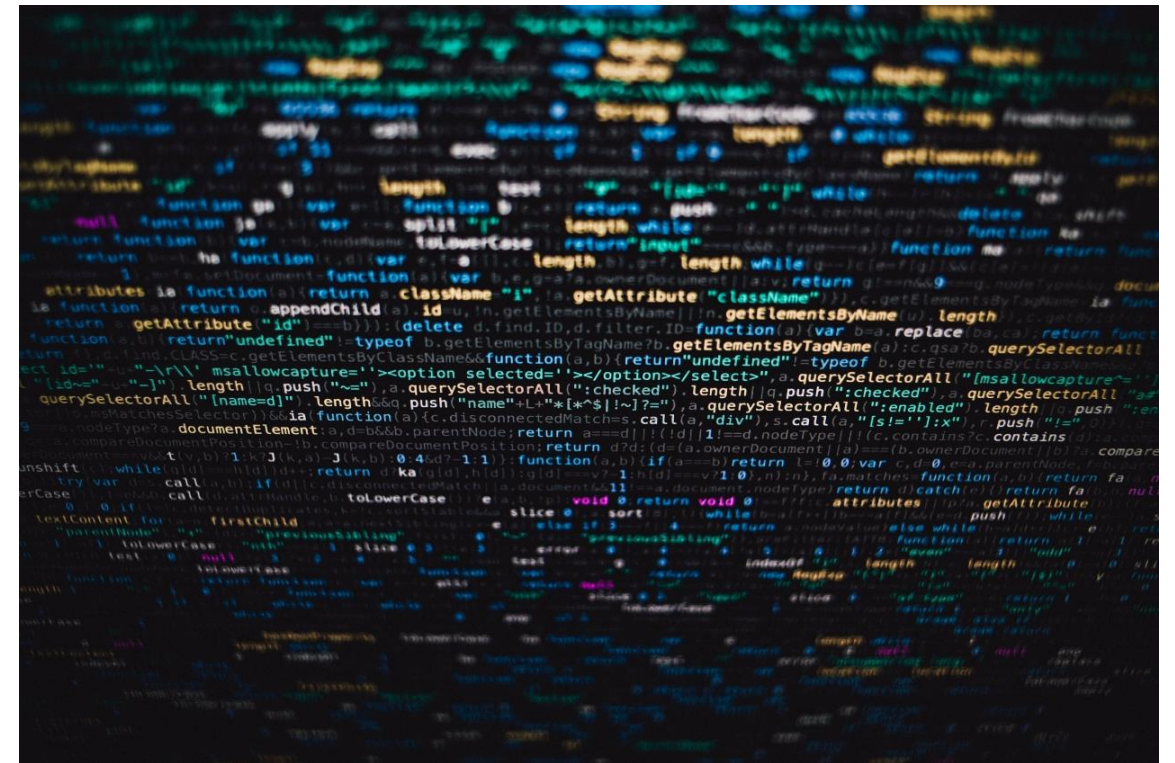
Lesson 1. Naming and Practicing Equity as Core to Your Organization

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DIVING INTO DATA AS A DETERMINER OF PRACTICE AND POLICY

We will cover these skills:

- Diving Into ALL Data Across Practice and Policy
- Being Transparent with Data Findings and Plans
- Using Data to DRIVE decision making to transform the organization



DIVING INTO ALL DATA ACROSS PRACTICE AND POLICY

- **Conduct a DEEP Data Dive**

 - Where are your organization's gaps?

 - Who is most impacted (negatively) by decisions?

 - Who is benefitting the most by decisions?

- **Use Data to Measure Policy Impacts**

 - What experience is policy creating in the organization environment?

 - What is the policy designed to create?

 - Who is the policy designed to protect and benefit?

- **How do policy and practice contradict?**

 - Is the policy mission and vision aligned?

 - Are practices mission and vision aligned?

 - How are disparities being created by the policy and the practice?





BEING TRANSPARENT WITH DATA FINDINGS AND PLANS

Share the PROCESS – WHY and
WHAT YOU HOPE TO
DISCOVER

Share the FINDINGS with
everyone in the organization

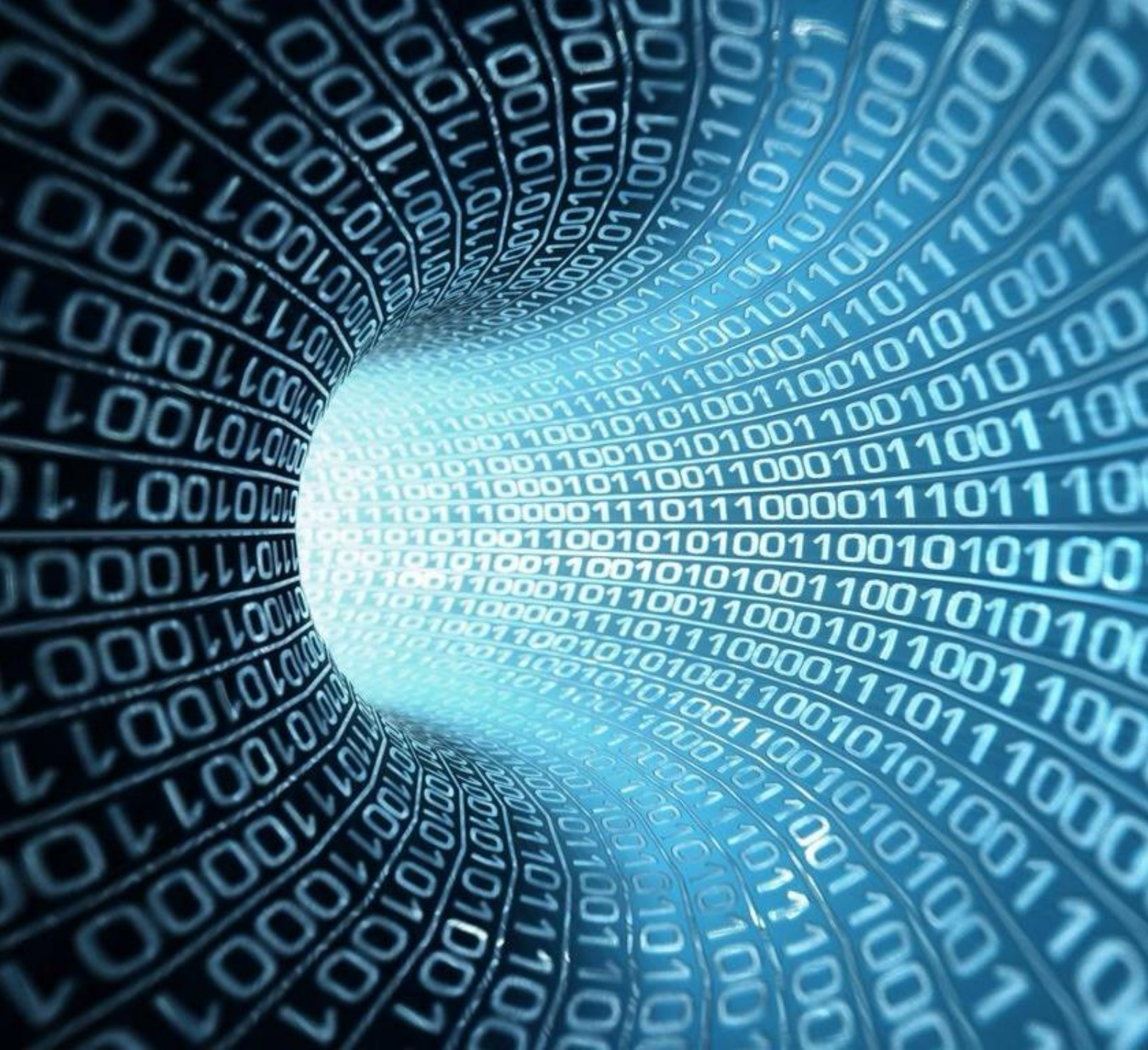
Make sense of the findings and the
plan to addressing the disparities
and areas of concern



USING DATA TO DRIVE DECISION MAKING TO TRANSFORM THE ORGANIZATION

- Don't change policy until practice has been addressed.
- Only change policy when you notice it is creating an inequitable outcome.
- All Decisions must be supported by data and research (NOT ONLY) by preference, beliefs, and values.
- Expect and Accept that FRAGILITY will occur when the data shows WHO and WHAT is creating the disparities.
- ADDRESS the disparities





DATA SUMMARY

- People can interpret data any way they want.
- The data does not LIE.
- Data is not always objective...becomes subjective when we use it to excuse OUR behaviors.
- Data should not be used to confirm and normalize outcomes for groups who are historically marginalized (that is Confirmation Bias)
- Use Data to counter narratives and create new organizational narrative where all achieve and meet the high expectations.

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MAKING DIVERSITY RECRUITMENT, HIRING, AND DEVELOPMENT MANDATORY

We will cover these skills:

- Intentional Focus on Diversity Recruitment and Hiring
- Challenging the Status Quo Narratives of Staff of Color and Women in Hiring and Promotion
- Promoting and Developing Diversity as a Written, Spoken and Measureable Behavior Across the Organization



INTENTIONAL FOCUS ON DIVERSITY RECRUITMENT AND HIRING

- **Go Where Diverse Candidates ARE**

 - Build Your Pipeline with Diverse Institutes

 - Empower Staff to Recruit Other Staff

 - Celebrate Diversity as a Practice

- **Hire Staff who identify as Diverse**

 - From Top Down (Not Bottom UP)

 - When hired, provide mentorship

 - Develop organization to support staff who identify as diverse.



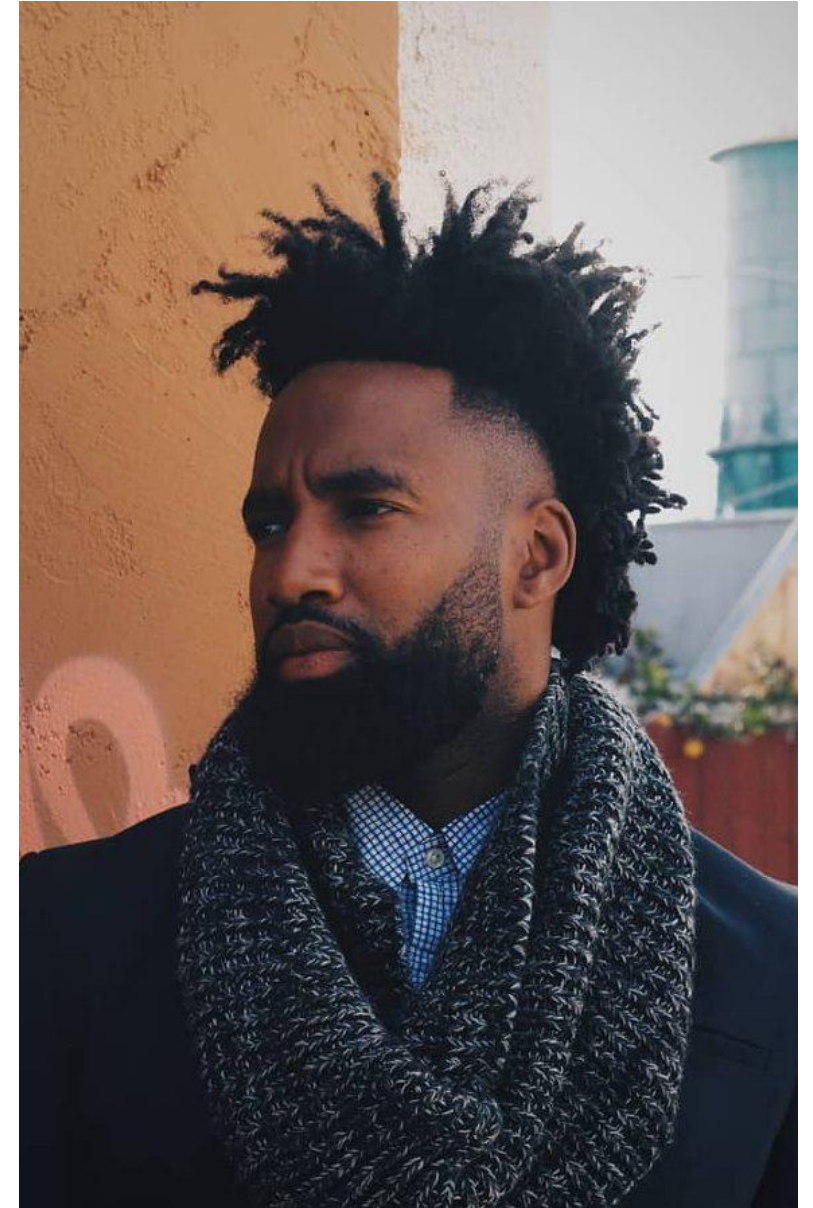


CHALLENGING THE STATUS QUO NARRATIVES OF STAFF OF COLOR AND WOMEN IN HIRING AND PROMOTION

Defining what counts as
Highly Qualified?

Checking Bias in Hiring
Practice and and Promotions

See staff of color and
women as assets to the
organization





PROMOTING AND DEVELOPING DIVERSITY AS A WRITTEN, SPOKEN AND MEASUREABLE BEHAVIOR ACROSS THE ORGANIZATION

- Intentionally seek to promote those who don't FIT the norm (Decolonize Policy)
- Celebrate the unique skills and experiences of staff who identify as diverse, women and LGBTQIA.
- Set written and transparent goals for promoting and putting staff who identify as diverse to be leaders.
- Seek out staff who identify as diverse as leaders when there are none available in the organization.
- **ADDRESS** the naysayers who **WILL** claim **REVERSE RACISM** – this is grounded in Fragility and Deficit Logic.

SUMMARY

RECRUITMENT, HIRING AND DEVELOPMENT SUMMARY

- We tend to hiring staff who identify as diverse and women to check a box NOT to promote their success.
- When they fail, we say Diversity does not work.
- Support them and advocate for them (be an ALLY or a Better ALLY)
- Check Biases and Reductionist Mindsets
- It's not their fault that stakeholders and employees are not ready for their leadership.

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DEVELOPING SYSTEMS OF INCLUSION ACROSS DIFFERENCES

We will cover these skills:

- Designing Affinity Groups
- Promoting Equity of Voice and Perspective in All Spaces
- Celebrating Difference

YOU
BELONG
HERE.

AFFINITY GROUPS

- **Ask DO NOT Assume**

 - Survey Staff Interest

 - Race

 - Gender

 - LGBTQIA

 - Abilities

 - Religion

- **Empower Leaders**

 - Provide Stipends (if possible)

 - Remove barriers to success.

 - The leaders own the groups

- **Celebrating the Space**

 - Communicate across the organization

 - Acknowledge the work of the groups

 - Provide resources



af·fin·i·ty
group

a group of people
linked by a common
interest or purpose.



PROMOTING EQUITY OF VOICE AND PERSPECTIVE IN ALL SPACES

Who is not in the room?

Ensuring ALL Perspectives are Heard and Valued

Recognizing the voices and experiences that are minimized and ignored.





CELEBRATING DIFFERENCE

- See Difference as an ASSET
- Promote the Difference of others (especially perspective and experience)
- Normalize Difference
- Develop Difference of Voice, Space and Experience
- Own Personal Development

summary

INCLUSION SUMMARY

- Ask “Who is not in the room?”
- Ask “Why are they not in the room?”
- Intentionally Seek perspective from those who will be impacted by decisions.
- Normalize difference
- Develop difference
- Monitor exclusionary practices in your policy and in staff behavior.

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Implementing Strategic and Targeted Diversity, Equity and Inclusion Development Throughout Your Organization

We will cover these skills:

- Strategic Development
- Targeted Development
- Not Falling for SHOWS on the ROAD and FLY BY Sessions.



STRATEGIC DEVELOPMENT

- **Be Intentional**

Who is this for?

Why are we doing this?

How will we do this?

- **Name the Concerns**

What is Data telling us

What are staff telling us

Where are capacity and knowledge gaps in people (leadership specifically)

- **Determine your Outcomes**

What is the goal of our development?

What are we addressing?

What happens WHEN we fail?

What happens WHEN we succeed?

What happens during the journey?

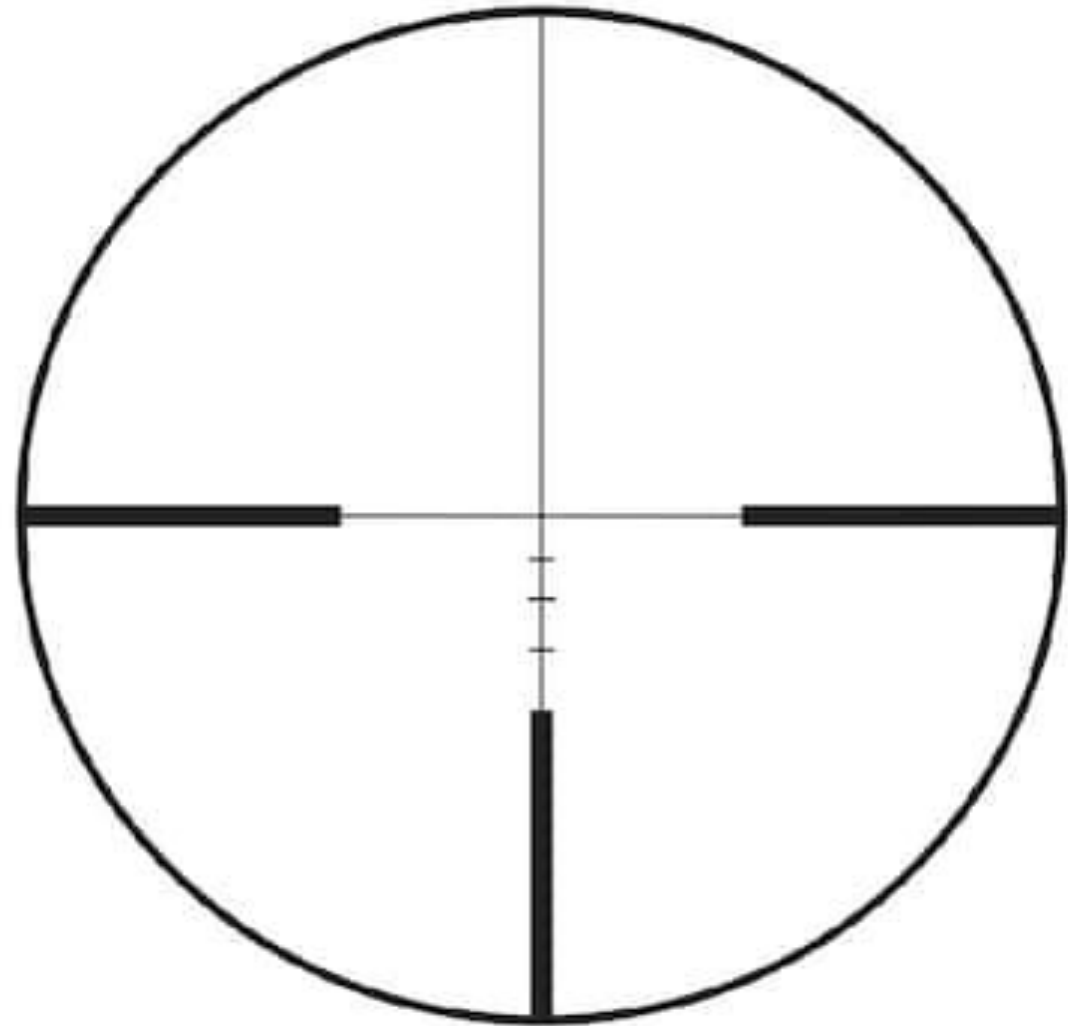


TARGETED DEVELOPMENT

What Practices are we addressing?

What are we trying to change?

Who are we trying to transform?





NOT FALLING FOR SHOWS ON THE ROAD AND FLY BY SESSIONS.

- Programs are not going to transform an organization (people do).
- Beware of those who seek to dismantle vs. disrupt.
- Theory without Practice and Solutions is not the way.
- Show you what to do for YOUR organization (based on data, based on shared experiences, and based on proven outcomes)





ROAD SHOW SUMMARY

- Determine if you are going to hire someone to work within the organization to do the work.
- If not hiring someone to work inside the organization, do your research on those who have experience doing this work (at scale).
- Determine your needs before reaching out to others (then partner to talk through those needs)
- Do not allow anyone to tell you what you need (they should be working with you as a partner, as a consultant...not a colonizer)
- Plan for leadership personal development as well as professional development.

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RECOMMENDED RESOURCES

- Culturally Responsive Teaching and the Brain – Zaretta Hammond
- Culturally Responsive Leadership – Muhammad Khalifa
- White Fragility – Robin DiAngelo
- Other People’s Children – Lisa Delpit
- New Jim Crow – Michelle Alexander
- White Teachers Diverse Classrooms - Chance Lewis and Julie Landsman
- 19 Urban Questions – Shirley R. Steinberg
- Radical Possibilities – Jean Anyon
- Recruiting and Retaining Culturally Different Children in Gifted Education – Donna Y. Ford
- No BS (Bad Stats) – Ivory Toldson



THANK YOU!

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