

A close-up of a lit sparkler with bright sparks and a black stem, set against a dark background with out-of-focus golden bokeh lights.

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Amplifying Equity Leadership

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North Clackamas School District





One of the easiest human acts is also the most healing. Listening to someone. Simply listening. Not advising or coaching, but silently and fully listening.

~ Margaret Wheatley

Finding Our Way: Leadership for an Uncertain Time




The background of the slide is a close-up photograph of a tree trunk's cross-section, showing the natural wood grain and several prominent radial cracks. The wood has a warm, golden-brown hue.

Equity Leadership Principles

1.

**Cultural
Competence &
Humility**



**Skills & knowledge
to respect &
embrace the
culture of another**

**Commitment to
learning, self
humility, critical self
reflection &
addressing power
dynamics &
imbalances**

Cultural Competence & Cultural Humility

Equity Leadership Principles

1.

**Cultural
Competence &
Humility**



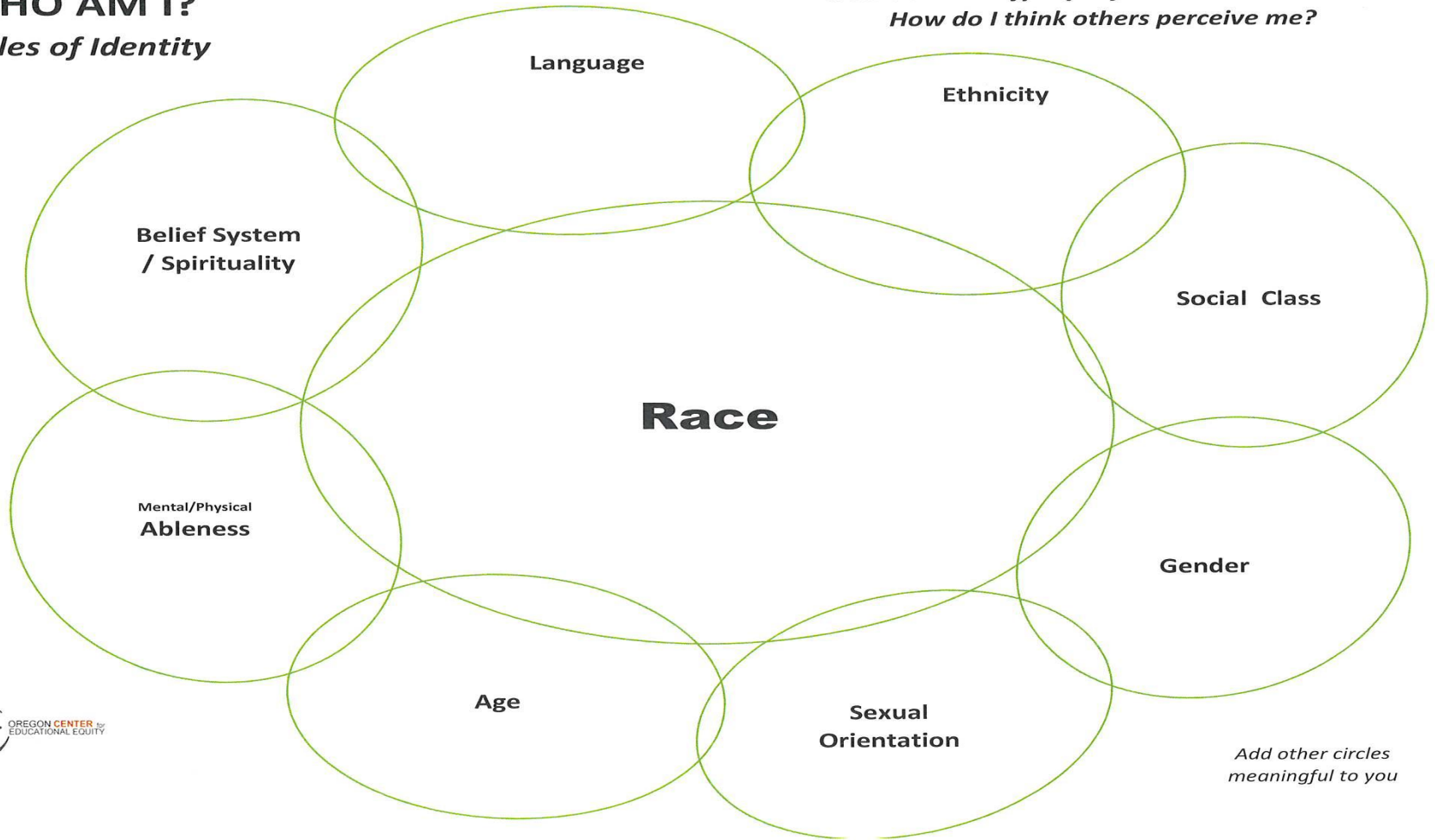
2.

**Know our
own identity**

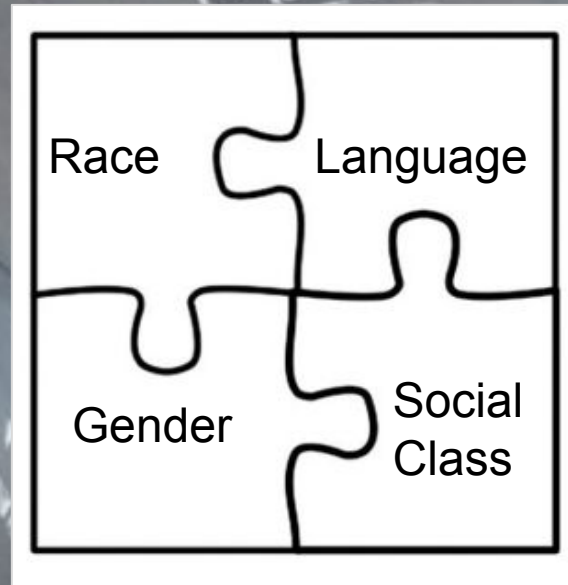
WHO AM I?

Circles of Identity

How do I identify myself "In the Skin I'm In"?
How do I think others perceive me?



Intersectionality:






Who I am



Leadership

A person wearing blue jeans and brown shoes stands on a large white arrow painted on a paved surface. The arrow points downwards. The person's shadow is cast to the left. The text "Know what you stand for - Equity core values" is overlaid on the image in a white box.

Know what you stand for - Equity core values

Equity Leadership Principle

1.

**Cultural
Competence &
Humility**



2.

**Know our own
identity**



3.

**Equity Core
Values**

North Clackamas School District Equity Lens

When making decisions and taking action, utilize the following questions:

- Does this decision align with the District mission/ vision?
- What systems of oppression might exist within this situation?
- Whom does this decision affect both positively and negatively?
- Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?
- Are those being affected by the decision included in the process?
- What other possibilities were explored?
- Is the decision/ outcome sustainable?

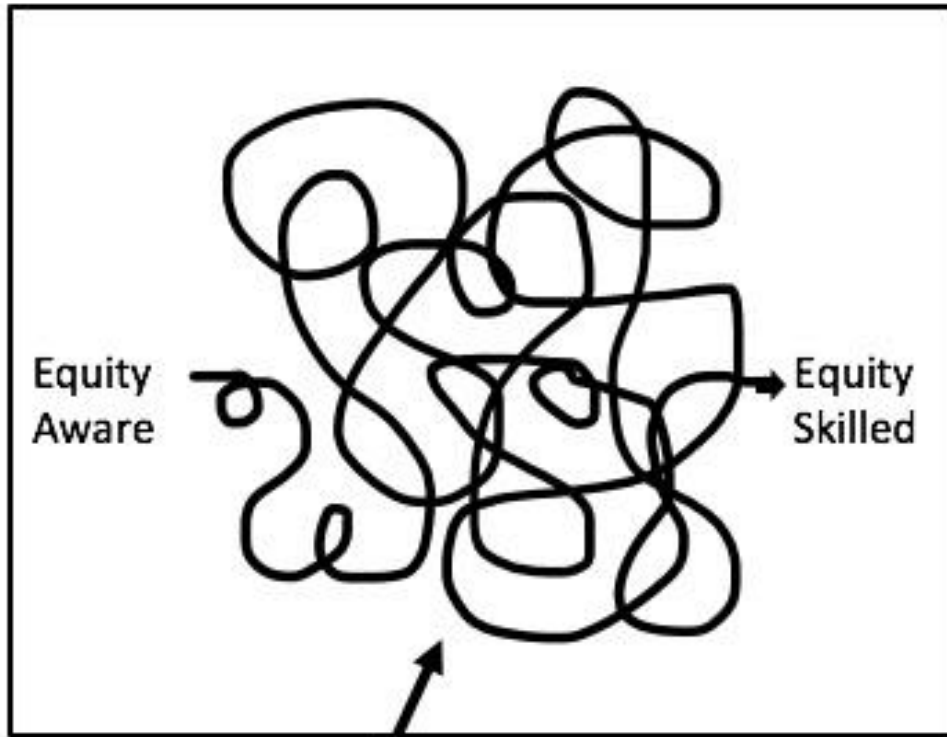
- What systems of oppression might exist within this situation?



Equity Leadership Principle

1. **Cultural Competence & Humility**
2. **Know our own identity**
3. **Equity Core Values**
4. **Lead with Courage: Develop your Skill**

Equity Aware to Equity Skilled



The Running with Scissors Zone: The gap between equity aware and equity skilled





Leading with Equity

Instructional Equity Gap

- **Student groups have lower expectations**
- **Tracking, ability grouping, “instructionally impaired”**
- **Lacking access to essential grade level content & skills**
- **Lack of culturally relevant curriculum**
- **System that lacks will and skill to meet culturally specific needs**

Rector, 2020





Equity Leadership
Today

Equity Leadership Principle

1. **Cultural Competence & Humility**
2. **Know our own identity**
3. **Equity Core Values**
4. **Lead with Courage: Develop your Skill**

“

“Every generation leaves behind a legacy. What that legacy will be is determined by the people of that generation. What legacy do you want to leave behind?”

— John Lewis, *Across That Bridge: A Vision for Change and the Future of America*





The Time is Now