



Diversity, Belonging, Inclusion & Equity
October 21 and 29, 2020 10:00a-1:00p Zoom Meeting
Facilitator: Dr. Darnisa Amante

OVERVIEW

In the first part of this interactive workshop, participants will delve deeper into understanding the 4 I's of oppression: ideological, institutional, interpersonal and internalized. Participants will have the opportunity to not only gain an understanding of how these systems manifest into policy, practice and planning, but will additionally delve into a case study to support learning and application of 4 I's using the SUMI protocol.

In the second part of the workshop, participants will build on their understanding of the systems of oppression using DEEP's tool, The DBIE Spectrum. Participants will have a chance to understand more about milestones for success in leadership and in the implementation of strategic roadmaps. Participants will continue to expand their thinking on ways to plan and create opportunities for students and adults.

AGENDA

Part I: : Understanding the Systems of Oppression
October 21, 2020 ~ 10:00a-1:00p

PRE-MEETING ASSIGNMENT

- If you don't have access to the Knowledge Center, please sign up for an account [here](#).
- Please read [The 4 I's of Oppression](#)
- Watch [Legos and 4 I's of Oppression](#)

MEETING OBJECTIVES

- To continue to build relational trust as a community
- To build an emerging understanding of the 4 I's of oppression.
- To be able to apply the 4 I's of oppression to your own context.
- Use the SUMI protocol to evaluate a case study

8:30 Welcome/Norms

8:40 Session Overview

Dr. Amante-Jackson will frame and present the goals and objectives for time spent during the both parts of the workshop.

8:45 Icebreaker: Who are you?

"Who are you?" is a three part ice-breaker hosted in zoom breakout rooms. Participants will have the opportunity to process the icebreaker with the same partner in three different rounds. Following the rounds, participants will unpack the experience and how it related to the goals for the day.

9:15 The 4 I's of oppression

Building on the pre-work reading, participants will gain a deeper understanding of the [4 I's of oppression](#), the ways in which they manifest within us, and how they also manifest within our practice and praxis as educators.

10:00 The 4I's Case Study: Application

To deepen understanding of the 4 I's, in breakout groups, participants will have the chance to process [a case](#)

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[study](#) using the 4 I's. Participants will be asked to identify the I's of oppression and name the deeper implications of ideology that inform the case study.

10:45 What, So What, Now?: Processing Learning

Using the [SUMI protocol](#), participants will have the opportunity to process the implications of the case study and the 4 I's learning on their thoughts for planning for equitable change in their systems.

11:25 Key Takeaways and Feedback Forms

Your feedback is essential to the success of our programs. What worked in Part I of this virtual session? What could be improved? We will use your feedback for the Part II session.

11:30 End

AGENDA

Part II: Dismantling Systems of Oppression with Intentionality: Diversity, Belonging, Inclusion and Equity October 29, 2020 ~ 10:00a-1:00p

PRE-MEETING ASSIGNMENT

- Please review your notes and thoughts on the 4 I's of oppression from Part I of the workshop.
- Read [5 shifts to Co-Create Equity](#)

MEETING OBJECTIVES

- Continue to build relational trust as a community
- Support leaders in understanding the Equity Roadmap
- Support leaders in understanding how to create and set milestones for equitable change over time

8:30 Session Overview and Objectives

Dr. Amante-Jackson will provide an overview of goals and learning for the day.

8:35 Icebreaker: What's in a Name?

Participants will have an opportunity to build relational trust and to begin to understand the concept of belonging using the icebreaker "What's in a Name?" In pairs, participants will provide each other with their name stories. The activity will be modeled first to support your sharing time.

9:00 The Diversity, Belonging, Inclusion and Equity Roadmap: The DBIE Spectrum

Building on Part I, leaders will have a chance to begin to understand and to plan a vision/strategies to impact the 4 I's that were named in Part I of the workshop. The [DBIE Spectrum](#) is DEEP's tool to support leaders in long term planning and skills to impact inequity. Participants will learn about the DBIE spectrum and will have a chance to unpack their learning and A-ha's in small groups.

9:45 Setting Milestones for Success

The majority of Part II will be spent using the DBIE spectrum to understand more about milestones for success in leadership and in implementation. Participants will learn key milestones for Diversity, Belonging, Inclusion and Equity.

11:25 Key Takeaways and Feedback Forms

Your feedback is essential to the success of our programs. What worked? What could be improved? What are your ideas for future sessions? Needs and ideas from the field are the basis for all MCPSA programming.

11:30 End

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MCPSA MEETING NORMS

To ensure a productive and professional experience for all, MCPSA uses the following norms:

- Refrain from engaging in other work, except during breaks
- Actively participate and listen
- Respect differing opinions, and assume best intentions
- Avoid tangents (use a “parking lot” for topics that may be addressed elsewhere)
- Maintain confidentiality, and share mindfully

FACILITATOR BIO

Dr. Darnisa Amante-Jackson, President/CoFounder, The Disruptive Equity Education Project (DEEP)

Dr. Amante is an educational and racial equity strategist that is deeply committed to the study of culture; innovation; and adult development. Since earning her master’s degree in Anthropology from Brandeis University, and her doctorate from Harvard’s Educational Leadership Doctorate (Ed.L.D.), Dr. Amante has honed her knowledge of culture and adult development to transform organizational and school cultures on issues of equity; change management and re-design. Dr. Amante currently serves as the President/CoFounder of The Disruptive Equity Education Project (DEEP) and as system level leadership lecturer at Harvard’s Graduate School of Education.

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