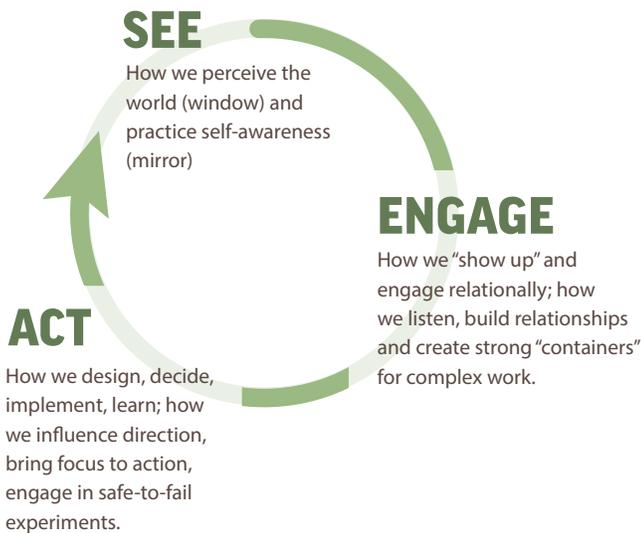




Leading for Equity Framework Overview

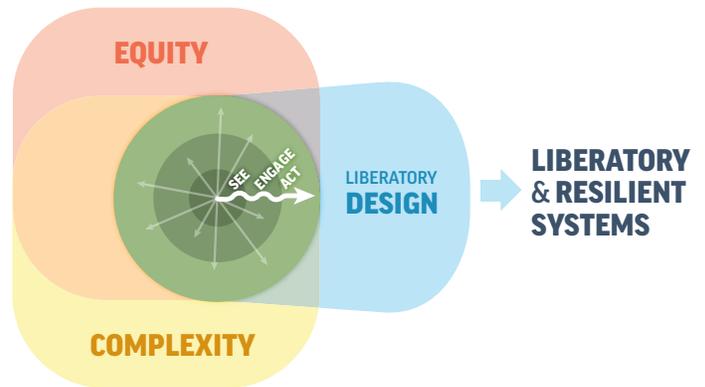
Leadership Stance See, Engage & Act

Equity leadership moves from the “inside-out,” as different from traditional leadership which tends to move top-down. How we See informs how we Engage, which informs how we Act.



Three Disciplines Equity, Complexity & Design

Each discipline contains theory, knowledge and approaches to practice. Understanding each of these, and their interrelationships, enables leaders to frame their challenges and focus their activities.



EQUITY

Developing equity consciousness (internal and external awareness of systemic oppression and its effects) and commitment (the will to take up equity challenges).

COMPLEXITY

understanding the nature of complex systems, distinguishing between complex versus simple or complicated problems, and developing corresponding leadership approaches that match the actual complexity of equity challenges.

DESIGN

approaching equity challenges through the mindset of user-centered design, which shifts traditional power dynamics related to decision-making and brings forth deeper innovation and agency amidst institutionalized norms and structures.

LIBERATORY & RESILIENT SYSTEMS

Often the goal of equity work is framed as closing achievement and/or opportunity gaps. Here we emphasize a goal of developing certain system conditions—that increase its capacity to bring about more equitable outcomes and experiences.