

Find your assigned table. Take a seat. Check in & get grounded.

Check in with your HEAD

Take a few minutes to reflect and evaluate your growth during this series. Scan the QR code below or access this link:

<https://bit.ly/ACLS-Assess>



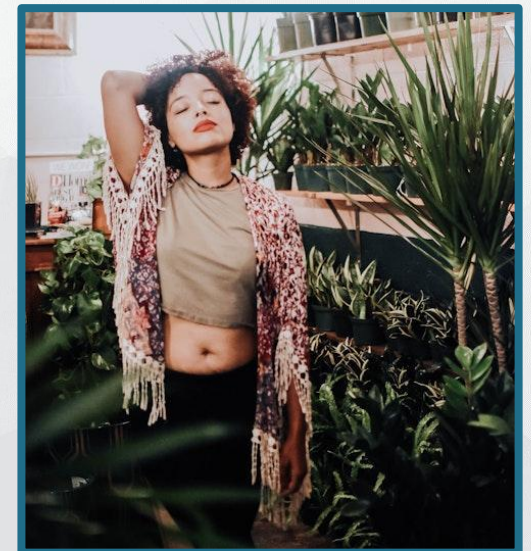
Check in with your HEART

Access hope, joy, and celebration by recalling a **favorite childhood toy, game or activity**. Write this on your nametag.



Check in with your HANDS

Connect with your body. Take a moment to focus on your breathing, take a big stretch, and rotate your wrists, ankles, and neck.



RECONNECT in the Creation of Liberatory Communities

**Find Joy and Celebrate Our Growth as
We Support Each Other & Refine Our
Plans for Facilitating Sustainable Racial
Equity Change**

ADEI Learning Series - Session #5
March 28, 2023 @DCU Center



MASSACHUSETTS
Department of Elementary
and Secondary Education



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Welcome
&
Opening
Remarks

**Patrick
Tutwiler**
Secretary of
Education

Building Team Morale and Sense of Community

Did you bring games, craft materials, or an activity to share with others during lunch?



Did your team dress alike?



Are you prepared to connect, celebrate, & compliment your team members?

Did you plan a group dance or plan on showcasing your individual moves at our lunchtime dance party?



Did you bring your favorite snacks to share with others at your table?



Housekeeping

1

Make sure you've signed in at the check-in table and that you are wearing your nametag

2

Take bio and mask breaks as needed. Group breaks are planned close to: 10:30, noon, and 2:30

3

Laptops are not needed for this session. Please mute phones and limit use to breaks.

4

Printed session materials are located at your tables. Digital copies will be available on ADEI website.



Land & Labor Acknowledgement

The legacy of colonialism and slavery persists today as we continue to dismantle oppressive social systems.

We encourage you to research, acknowledge, and support your contemporary Indigenous and Black communities in actionable ways.



Community Agreements

CONNECTION: Collectively, we will keep the focus on *racism*.

- For white participants: maintain **humility** around the topic of race.
- For BIPOC participants: maintain healthy **boundaries** & practice self care.

CURIOSITY: Collectively, we will approach this opportunity as **learners** and encourage ongoing **reflection** in ourselves and others.

COMPASSION: Collectively, we will meet potential discomfort with openness rather than defensiveness by refusing to let our **heads** take over and our **hearts** to disengage.

COURAGE: Collectively, we will leverage our **heads, hearts, and hands** as we practice knowing when to step up, move back, and lean in to **taking action** and making change.



DISCUSSION PROMPT - Building Community

DIRECTIONS

- **2 mins** to review and reflect on important learnings, topics and frameworks from the ADEI Learning Series (see page 3 of your Participant Guide)
- **1 min** to find partner (using your fav childhood toy/game)
- **10 mins** to share (5 mins per person)

FOR DISCUSSION

- What important learnings, topics, frameworks have **resonated most** with you so far?
- Which have you found **most helpful/least helpful** to your professional work in racial equity?
- Which are you still **struggling to understand or implement**?

Find A Partner...

- Who shares the same or similar favorite childhood toy, game, or activity as you



- Who is NOT from your same table or program

10:00

MORNING Agenda & Lunch Activities

45
minutes

Warm Welcome
Opening Remarks, Building Community

40
minutes

Racial Equity Challenge
Prep & Communicate from Step 1 of Bridge to Practice

15
minutes

Morning Break
We will try to break around 10:30

60
minutes

Racial Equity Plan
Initial Outlining from Step 3 of Bridge to Practice

60
minutes

Lunch Break - Food Provided
Suggested Activities Below. Re-engage by 12:50.
11:50-12:10: Eat and mingle
12:10-12:30: Participant in childhood games
12:30-12:45 Participate in a dance party
12:45-12:50 Joy & Celebration Check-In

**Remember the Fun We Had at
Our Last In-Person Session?**



**Don't forget to join us in this
main room for even MORE fun
during the LUNCH BREAK!**

AFTERNOON Agenda and Session Learning Objectives

40
minutes

Panel Discussion with Bunker Hill

What Does It Take to Be a Student-Centered org?
And, what does it take to Lead & Support this work?

30
minutes

Strategy Map Work Time

Part 1: Consider the People

15
minutes

Afternoon Break

We will try to break around 2:10

30
minutes

Strategy Map Work Time

Part 2: Consider the Process

30
minutes

Fireside Chat w/ Wyvonne & Closing

Next Steps & Reflection. Adjourn by 4:00PM

By the end of the session...

- I will reflect on my growth and commit to continuing to “show up” for racial equity in my personal and professional spaces. **Individual**
- We will joyfully celebrate our collective growth and learning in racial equity. **Interpersonal**
- We will learn from Adult Education colleagues about their experiences in engaging in racial equity work at their organizations to inform our own work moving forward. **Institutional**
- We will explore opportunities for cultural shifts grounded in liberatory practices that will enable collective accountability and sustainability. **Structural/Cultural**

RECONNECT in the Creation of Liberatory Communities

Find Joy and Celebrate Our Growth as We Support Each Other & Refine Our Plans for Facilitating Sustainable Racial Equity Change

45

minutes

Warm Welcome

Opening Remarks, Building Community

40

minutes

Racial Equity Challenge

Prep & Communicate from Step 1 of Bridge to Practice

15

minutes

Morning Break

We will try to break around 10:30

60

minutes

Racial Equity Plan

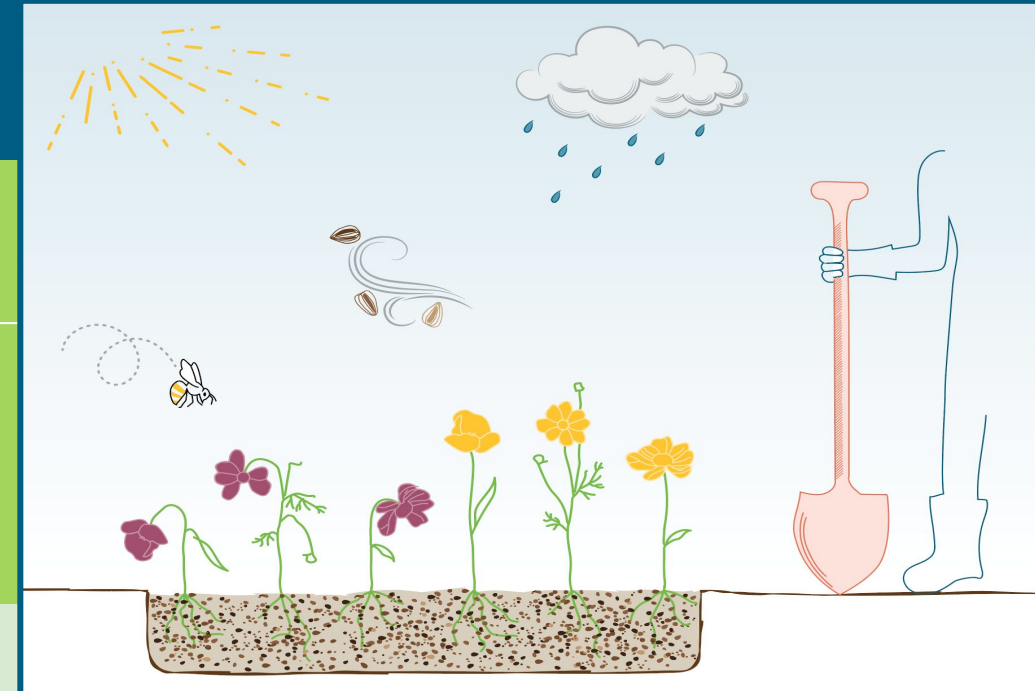
initial Outlining from Step 3 of Bridge to Practice

60

minutes

Lunch Break

Join us for food & fun activities.
We will try to break around 12:50



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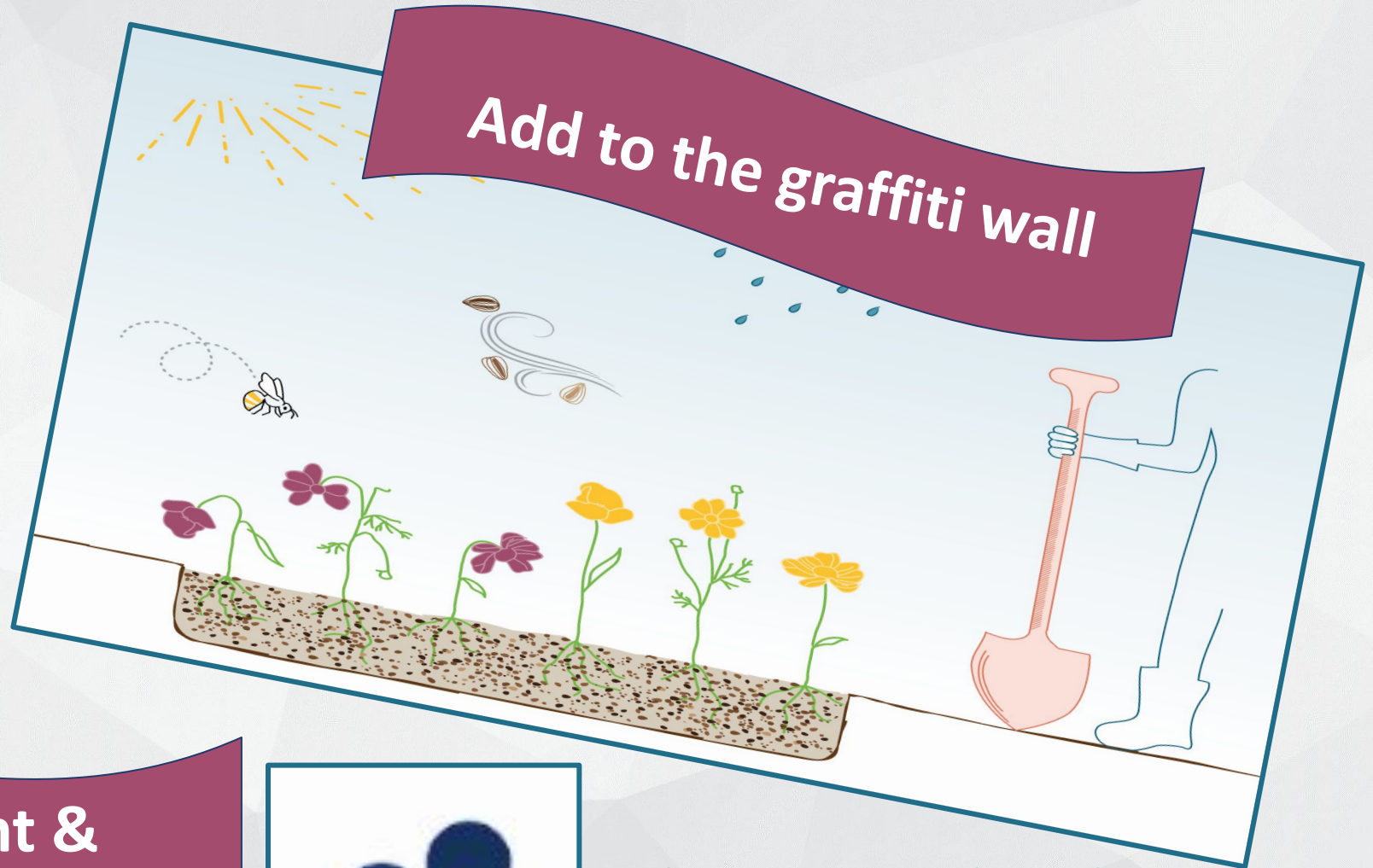
As you watch this video clip with Dr. Bettina Love...

- Jot down quotes that resonate with you
- Consider how joy, hope, and celebration are essential to liberation
- What will you do during today's session to bring joy to yourself and others?



“We can’t have liberation without joy.” - Dr. Love

Ways to Participate in JOY, HOPE, CELEBRATION, and REFLECTION



**Connect, Complement &
Celebrate with Team Members**



Play, dance, laugh...

Celebrate our dopeness!

Plan & Communicate Your Racial Equity Challenge

PLANNING WORKSHEET: PREPARATION FOR SESSION #5

DIRECTIONS: Meet as a team to discuss your collective responses, but be sure to capture your own individual responses. Bring your completed worksheet with you to Session #5.

The following...

PURPOSE

We know this is true because we've been seeing and hearing _____ from _____ that has helped us gain more perspective.
Response: _____

Through p...
Response: _____

POWER

Our team centering...
Response: _____

We've con... policy, and...
Response: _____

POSSIBILITIES

We are considering the following challenges and how they might be showing up in our team and in our environment as we tackle our racial equity challenge: **Traits of Dominant Culture:** _____ (Consider Either/Or Thinking, Paternalism, and Perfectionism)
Response: _____

We are considering the following challenges and how they might be showing up in our team and in our environment as we tackle our racial equity challenge: **Equity Detours** _____ (Consider Pacing for Privilege, Deficit Ideology)
Response: _____

conversations and opportunities to speak truth as it relates to our racial equity challenge: _____

this process, but are committed to community care. Therefore, we are holding each other in

15:00

As a team, consider:

- What are key aspects of our context for others to better understand our challenge?
- What about our Purpose, Power, and Possibilities would we like to highlight?
- What, specifically, would we like to gather feedback on?

Communicate Your Racial Equity Challenge & Gather Feedback

PERSON A take 3 mins & share:

- **Your context and racial equity challenge**
- **Highlights from your Purpose, Power, and Possibilities**

PERSON B take 2 mins & give feedback by sharing:

- **A praise I would like to give is...**
- **A question I still have is...**
- **A suggestion I would like to propose is...**

After 5 mins, switch & repeat the process!

PLANNING WORKSHEET: PREPARATION FOR SESSION #5

DIRECTIONS: Meet as a team to discuss your collective responses, but be sure to capture your own individual responses. Bring your completed worksheet with you to Session #5.

The following are the questions you will be asked to respond to during Session #5.

PURPOSE

We know this is true because we've been seeing and hearing _____ from _____ that has helped us gain more perspective.

Response: _____

POWER

POSSIBILITIES

We are considering the following challenges and how they might be showing up in our team and in our environment as we tackle our racial equity challenge: **Traits of Dominant Culture:** _____ (Consider *Ethery/Or Thinking, Paternalism, and Perfectionism*)

Response: _____

We are considering the following challenges and how they might be showing up in our team and in our environment as we tackle our racial equity challenge: **Equity Detours:** _____ (Consider *Pacing for Privilege, Deficit Ideology*)

Response: _____

We are anticipating the following hard conversations and opportunities to speak truth as it relates to our racial equity challenge: _____

Response: _____

Our team is not striving for perfection in this process, but are committed to community care. Therefore, we are holding each other in loving accountability by: _____

10:00

Modify Your Racial Equity Challenge & Record Your Updates

PLANNING WORKSHEET: PREPARATION FOR SESSION #5

DIRECTIONS: Meet as a team to discuss your collective responses, but be sure to capture your own individual responses. Bring your completed worksheet with you to Session #5.

The following sections of Session #5 will be discussed during this session.

PURPOSE	POWER	POSSIBILITIES
	We know this is true because we've been seeing and hearing _____ from _____ that has helped us gain more perspective. Response:	We are considering the following challenges and how they might be showing up in our team and in our environment as we tackle our racial equity challenge: Traits of Dominant Culture: _____ (Consider Either/Or Thinking, Paternalism, and Perfectionism) Response:
	Through _____ Response:	We are considering the following challenges and how they might be showing up in our team and in our environment as we tackle our racial equity challenge: Equity Detours _____ (Consider Pacing for Privilege, Deficit Ideology) Response:
	Our team centering _____ Response:	We are anticipating the following hard conversations and opportunities to speak truth as it relates to our racial equity challenge: _____ Response:
	We've considered _____ policy, and _____ Response:	
	I've considered _____ in this situation. Response:	
		_____ for perfection in this process, but are committed to community care. Therefore, we are holding each other in _____ Response:

10:00

- Do a quick Round Robin share out of any praises, questions, or suggestions that stood out to you
- Then, discuss any modifications your team would like to make in the *Purpose, Power, and Possibilities* sections
- Be sure to record your notes and agreed upon updates. You'll need them for later activities today!

PAUSE & Check-in on JOY, HOPE, CELEBRATION, and REFLECTION



**Connect, Complement &
Celebrate with Team Members**



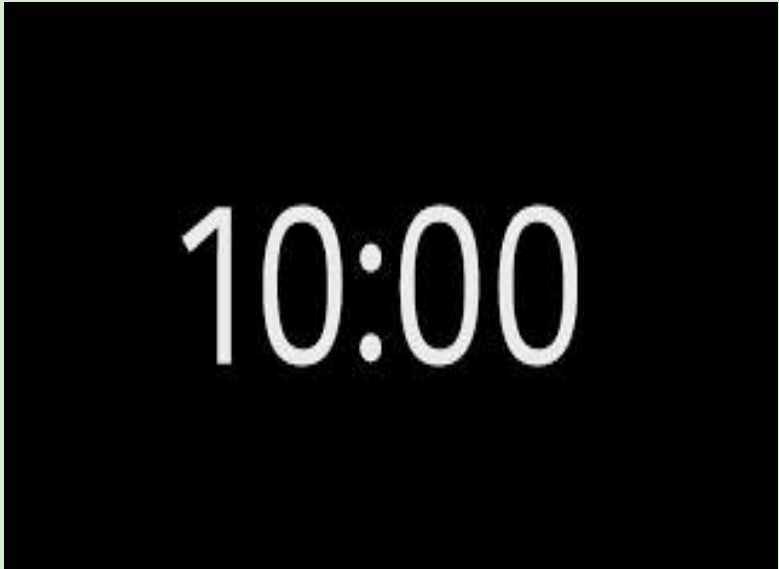
Play, dance, laugh...

Celebrate our dopeness!

Reflect. Renew. Recharge.

A vertical timeline of event segments. Each segment consists of a duration in an oval on the left and a title with a subtitle in a rectangular box on the right. The segments are: 45 minutes Warm Welcome (Opening Remarks, Building Community); 40 minutes Racial Equity Challenge (Workshop & Communicate from Step 1 of Bridge to Practice); 10 minutes Morning Break (We will try to break around 10:30); 60 minutes Racial Equity Plan (Initial Outlining from Step 3 of Bridge to Practice); and 60 minutes Lunch Break (Join us for food & fun activities. We will try to break around 12:50). The Morning Break segment is highlighted with a green background.

Duration	Activity	Additional Info
45 minutes	Warm Welcome	Opening Remarks, Building Community
40 minutes	Racial Equity Challenge	Workshop & Communicate from Step 1 of Bridge to Practice
10 minutes	Morning Break	We will try to break around 10:30
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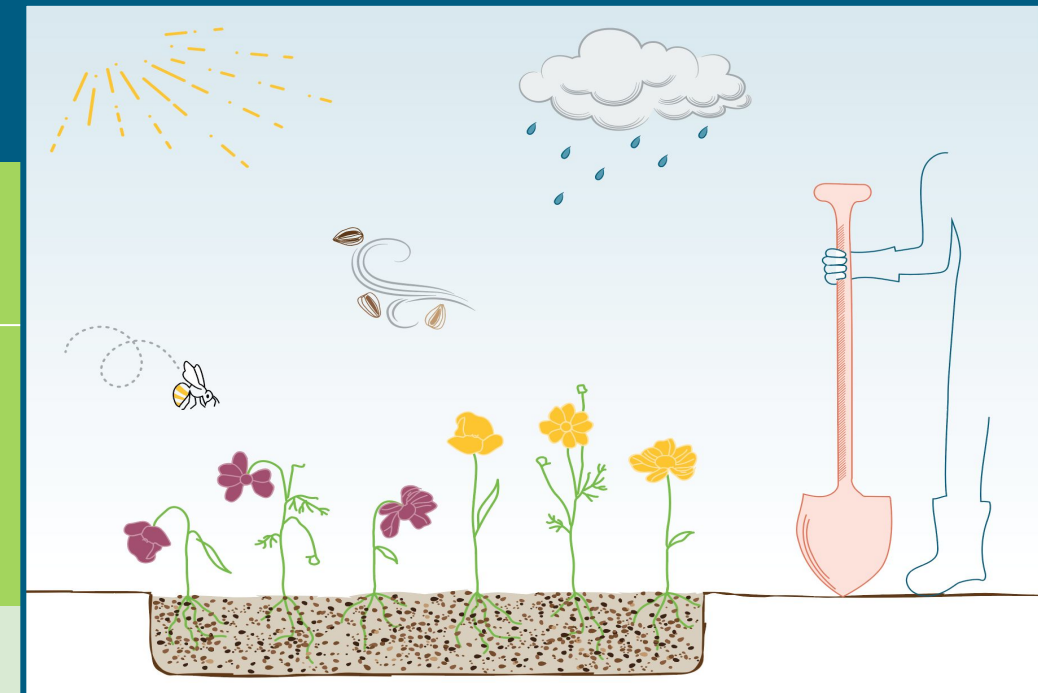


**Return in 10 minutes
seated at your table and
ready to engage.**

RECONNECT in the Creation of Liberatory Communities

Find Joy and Celebrate Our Growth as We Support Each Other & Refine Our Plans for Facilitating Sustainable Racial Equity Change

45 minutes	Warm Welcome Opening Remarks, Building Community
40 minutes	Racial Equity Challenge Step & Communicate from Step 1 of Bridge to Practice
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Reflect and Update Your Initial Plans for Your Racial Equity Challenge

STEP #3: COLLABORATE ON YOUR APPROACH BY OUTLINING AN INITIAL ACTION PLAN

Describe the "big actions" we need to take to move forward	Identify the resources and support needed for each of these actions
How might Equity Detours and traits of Dominant Culture impact our efforts?	

Turn your individual responses into a group poster

Initial Action Plan for:
<insert Your Racial Equity Challenge here>

Together With Your Team:

1. Reflect on original responses to the initial plan.
2. Make any changes necessary after considering modifications to your racial equity challenge.
3. Use markers and chart paper provided to turn your individual responses into a group poster.
4. Be creative and colorful. Use words, doodles, etc... that will help others outside of your program understand your plan.

15:00

Feedback Carousel Activity

1. You will have **15 minutes** to individually visit other program team posters.
2. Try to visit a minimum of **THREE** program team posters.
3. Read their plans. Leave thoughtful feedback in one or more areas of their **feedback posters**.
4. You will need to bring the following **materials** with you:
 - *Post-it notes*
 - *Pen/pencil*
 - *Your Participant Guide*
 - *A brain full of all the learnings you've collected so far*
 - *A heart full of empathy*
 - *A focus on the needs for our students most impacted by racial inequities*



15:00

Review Feedback, Reflect, & Make Modifications



15:00

You will have **15 minutes** as a team to:

1. Review the post-it comments on your Feedback Posters.
2. Reflect on the following:

*Which questions and/or recommendations did you find most **helpful** in...?*

- ***reinforcing** your current thinking?*
- ***pushing/challenging** your thinking?*

1. Make updates, edits, and modifications to your Initial Plan for your Racial Equity Challenge. *Remember to choose a person to record the team's final updates. You'll need them later!*

RECONNECT in the Creation of Liberatory Communities

Find Joy and Celebrate Our Growth as We Support Each Other & Refine Our Plans for Facilitating Sustainable Racial Equity Change

45 minutes	Warm Welcome Opening Remarks, Building Community
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60 minutes	Lunch Break Join us for food & fun activities. <i>We will try to break around 12:50</i>

Suggested Activities During Lunch Break.

LUNCH BREAK - 60 Minutes
12:00-12:20: Get food, eat, and mingle
12:20-12:50: Childhood games
12:50-1:00 Dance party

Re-engage by 1:00.

01:00:00

PAUSE & Check-in on JOY, HOPE, CELEBRATION, and REFLECTION



**Connect, Complement &
Celebrate with Team Members**



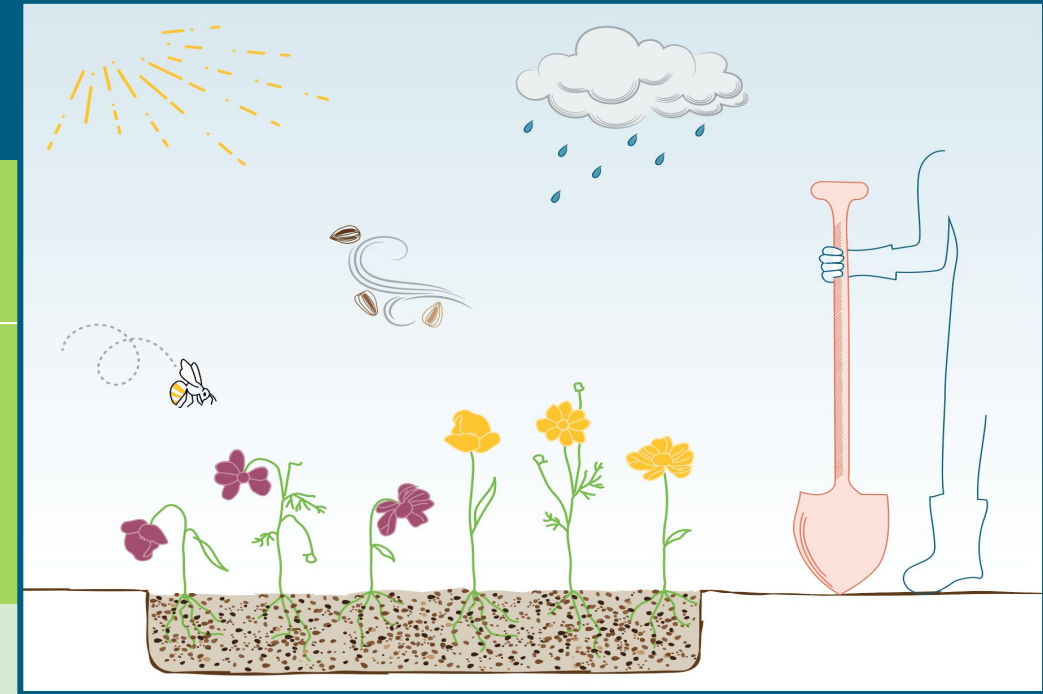
Play, dance, laugh...

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RECONNECT in the Creation of Liberatory Communities

Find Joy and Celebrate Our Growth as We Support Each Other & Refine Our Plans for Facilitating Sustainable Racial Equity Change

40 minutes	Panel Discussion with Bunker Hill What Does It Take to Be a Student-Centered org? And, what does it take to Lead & Support this work?
30 minutes	Strategy Map Work Time Part 1: Consider the People
15 minutes	Afternoon Break <i>We will try to break around 2:10</i>
30 minutes	Strategy Map Work Time Part 2: Consider the Process
30 minutes	Fireside Chat w/ Wyvonne & Closing Next Steps & Reflection. Adjourn by 4:00PM



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Listen as panelists share insight on:

- What does it mean to be a student-centered program?
- What does it take to lead and support racial equity work?

Thank you to the BHCC Team

Jessica Affonso

former BHCC student and current AE Retention and Admission Coordinator

Sabrina Hamitouche

Current Student Employee

Jody Haseltine

DESE HiSet Program, LARE Consortium

Yesim Ozek Kaloti

ESOL, Adult Education Program

Paulea Mooney-McCoy

Transitions to College

Michelle Rojas Surin - Director

Workforce and Economic Development, Adult Education and Transitions to College

What about the panelists' responses is helping you...

HEAD

Thinking



THINK in a different, new, or challenging way?

HEART

Feeling



FEEL a deeper sense of empathy and connection?

HANDS

Doing



DO to enhance & prepare you to act upon your racial equity plans?

TEAM TABLE TALK: Focus on how the panelists discussed being part of a program that was student-centered and supported by leadership and each other.

What about the panelists' responses & reactions is helping you...



THINK in a different, new, or challenging way?



FEEL a deeper sense of empathy and connection?



DO to enhance and prepare you to act upon your racial equity plans?

Together With Your Team:

1. **REFLECT:** Share your responses to the HEAD - HEART - HANDS prompts.
2. **REFINE:** Share what is inspiring you to make changes, modifications, or additions to your racial equity plan.

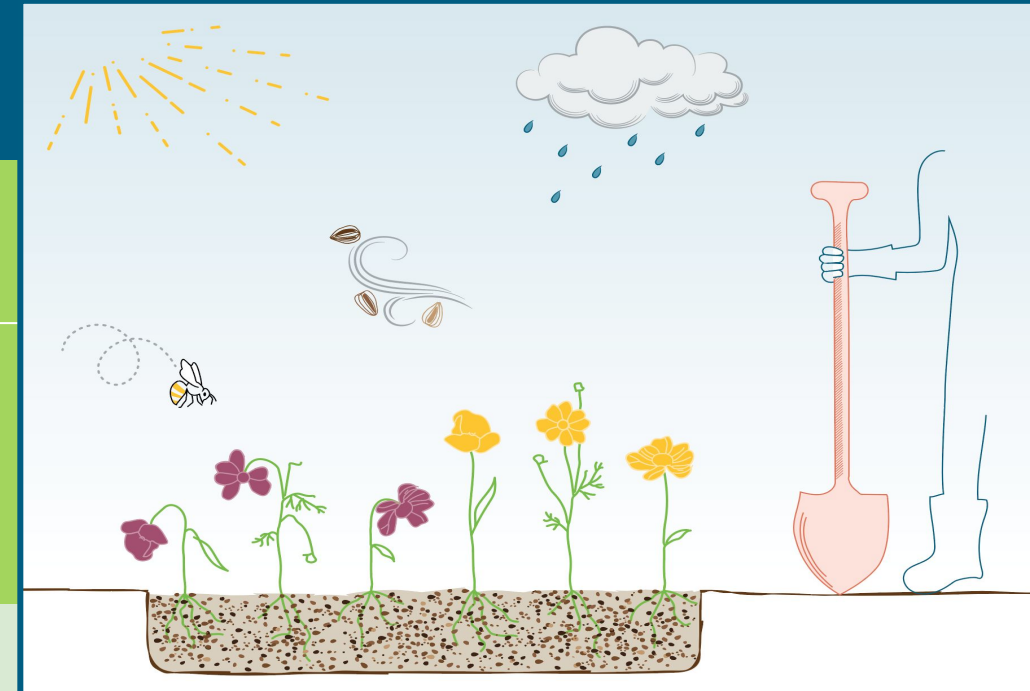


15:00

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Introduction to the Power & Purpose of Using a Strategy Map

Strategy Map Template

Part 1: Focus on the People

Racial Equity Challenge:	
Point Person(s)	
Functional Strategy Owner	
Two Year Vision <i>Where will we be by the end of the coming year (June 2025)?</i>	
Outcome Measures <i>How will we measure whether people are better off? What are the behaviors and mindset changes we would see?</i>	
Design Principles <i>What will we "hold tight" to as we move forward? How will we keep a Design Justice lens as we co-create liberatory space?</i>	
Barriers & Risks <i>What mindsets need to shift for us to be successful in this work? What risks or barriers will we need to address to move forward?</i>	

Strategy Map Template

Part 1: Focus on the People

Racial Equity Challenge:	
Point Person(s)	
Functional Strategy Owner	
Two Year Vision <i>Where will we be by the end of the coming year (June 2025)?</i>	

Introduction to the Power & Purpose of Using a Strategy Map

<p>Outcome Measures <i>How will we measure whether people are better off? What are the behaviors and mindset changes we would see?</i></p>		<p>PLANNING WORKSHEET: PREPARATION FOR SESSION #5</p> <p>DIRECTIONS: Meet as a team to discuss your collective responses, but be sure to capture your own individual responses. Bring your completed worksheet with you to Session #5.</p> <p>The following section will help you prepare to share your prioritized racial equity challenge with other teams at Session #5 (Step #1 of Session #4's <i>Bridge to Practice</i>).</p>								
<p>Design Principles <i>What will we "hold tight" to as we move forward? How will we keep a Design Justice lens as we co-create liberatory space?</i></p>		<p>STEP #2: COLLECTIVELY DREAM AND DESIGN LIBERATORY SPACES IN YOUR ADULT EDUCATION SETTING.</p> <p>Consider the following resources from Session #4 as you dream and design:</p> <ul style="list-style-type: none"> • Student Voices Video: What Does Liberation Mean to You?: https://www.youtube.com/watch?v=oeUE-ZovSI • DEAP Case Study: https://docs.google.com/document/d/1N7E_3fc8k5dErc4zzGWp0ixH1G2ceOPGD1zCRuCiQ3XY/copy# • Your Vision Board created as part of Session #4 • Your own experiences as an educator, former student, and individual committed to racial justice <table border="1"> <tr> <td data-bbox="1523 639 1837 676">What would it LOOK like?</td> <td data-bbox="1837 639 2150 676">What would it SOUND like?</td> <td data-bbox="2150 639 2461 676">What would it FEEL like?</td> </tr> </table>	What would it LOOK like?	What would it SOUND like?	What would it FEEL like?					
What would it LOOK like?	What would it SOUND like?	What would it FEEL like?								
<p>Barriers & Risks <i>What mindsets need to shift for us to be successful in this work? What risks or barriers will we need to address to move forward?</i></p>		<p>STEP #3: COLLABORATE ON YOUR APPROACH BY OUTLINING AN INITIAL ACTION PLAN</p> <table border="1"> <tr> <td data-bbox="1391 725 1926 786">Describe the "big actions" we need to take to move forward</td> <td data-bbox="1926 725 2461 786">Identify the resources and supports we need to move forward with each of these action steps</td> </tr> <tr> <td data-bbox="1391 786 1926 1048"></td> <td data-bbox="1926 786 2461 1048"></td> </tr> <tr> <td data-bbox="1391 1048 1926 1109">How might Equity Detours and traits of Dominant Culture impact our efforts?</td> <td data-bbox="1926 1048 2461 1109">Open decisions, questions, risks, and other notes</td> </tr> <tr> <td data-bbox="1391 1109 1926 1348"></td> <td data-bbox="1926 1109 2461 1348"></td> </tr> </table>	Describe the "big actions" we need to take to move forward	Identify the resources and supports we need to move forward with each of these action steps			How might Equity Detours and traits of Dominant Culture impact our efforts?	Open decisions, questions, risks, and other notes		
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How might Equity Detours and traits of Dominant Culture impact our efforts?	Open decisions, questions, risks, and other notes									

Explore an Example Strategy Map: *Racially Inequitable Hiring Practices*

Strategy Map Template

Part 1: Focus on the People

Racial Equity Challenge: The program completion gap continues to widen between White and Black students. Black faculty are poorly treated and Black students are not receiving what they need for success in part due to not having teachers and staff they can relate to.

Point Person(s)	Nick and Brenda
Functional Strategy Owner	Director of Human Resources
Two Year Vision <i>Where will we be by the end of the coming year (June 2025)?</i>	By June 2025, our institution will have drastically improved our relationships with Black students and faculty members both inside and outside of the classroom. Our Black students and faculty members will feel deeply cared about as we keep them at the center of the work we are doing together to improve the institution.
Outcome Measures <i>How will we measure whether people are better off? What are the behaviors and mindset changes we would see?</i>	<ul style="list-style-type: none">• Percentage of Black students and faculty who feel cared for and valued by their teachers, administration, and colleagues• Percentage of White teachers and staff who are working to build authentic bonds with their students and colleagues• The number of task force recommendations the institution implements and operationalizes• The number of teachers and staff that Black students can relate to increasing• Higher grade levels and completion rates for Black students
Design Principles <i>What will we "hold tight" to as we move forward? How will we keep a Design Justice lens as we co-create liberatory space?</i>	<ul style="list-style-type: none">• Keeping Black students and staff at the center of the work• Avoid and call out white Saviorism•
Barriers & Risks <i>What mindsets need to shift for us to be successful in this work? What risks or barriers will we need to address to move forward?</i>	<ul style="list-style-type: none">• Shift from the mindset of Black students and staff are the problem that needs to be "fixed" to the system needs to be fixed• Shift from a "culture fit" mindset to a "culture add" mindset• Think outside the box on how to find Black candidates• Traditional racial homogenous hiring panels

Review the example provided. Then, use your time as follows:

- **3 mins** to silently review as an individual
- **7 mins** to collaboratively discuss as a team using the following:
 - o *What is helpful about this example?*
 - o *What do I still have questions about?*
 - o *How will this help us create our own Strategy Map?*

10:00

Panel Discussion with Bunker Hill

40
minutes

What Does It Take to Be a Student-Centered org?
And, what does it take to Lead & Support this work?

Strategy Map Work Time

30
minutes

Part 1: Consider the People

Afternoon Break

15
minutes

We will try to break around 2:10

Strategy Map Work Time

30
minutes

Part 2: Consider the Process

Fireside Chat w/ Wyvonne & Closing

30
minutes

Next Steps & Reflection. Adjourn by 4:00PM

**Reflect. Renew.
Recharge.**

10:00

**Return in 10 minutes
seated at your table and
ready to engage.**

Create a Strategy Map for Your Racial Equity Challenge: PART 1

1. Gather Your Resources
 - a. Planning Worksheet
 - i. HEAD - HEART - HANDS Questions
 - ii. Liberatory Planning Chart
 - iii. Initial Action Plan
 - b. Session #5 Team Workshopping Materials
 - i. Updated Racial Equity Challenge
 - ii. Updated Action Plan
 - iii. Posters, Feedback Chart
 - c. Strategy Map Materials
 - i. notes from NDEC-L Panel Discussion
 - ii. Example Strategy Map - Hiring Practices
 - iii. **Strategy Map Template**
2. Choose a notetaker
3. Fill out **Part 1** of Your Strategy Map

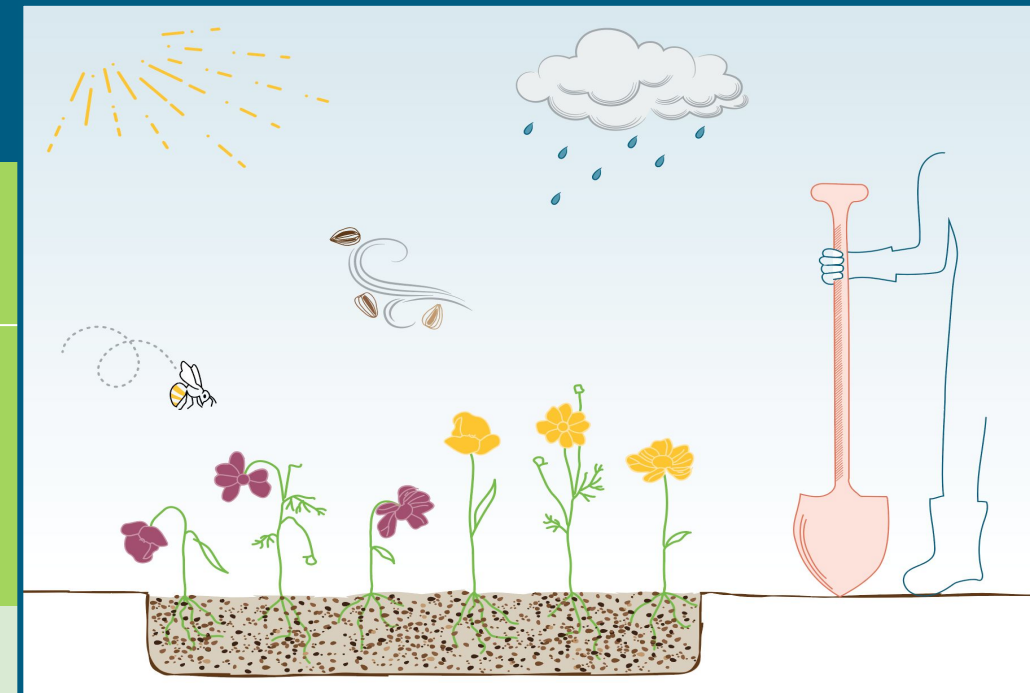


How will you remain STUDENT-CENTERED throughout the process? What other PEOPLE need to be considered as you plan?

RECONNECT in the Creation of Liberatory Communities

Find Joy and Celebrate Our Growth as We Support Each Other & Refine Our Plans for Facilitating Sustainable Racial Equity Change

40 minutes	Panel Discussion with Bunker Hill What Does It Take to Be a Student-Centered org? And, what does it take to Lead & Support this work?
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30 minutes	Fireside Chat w/ Wyvonne & Closing Next Steps & Reflection. Adjourn by 4:00PM



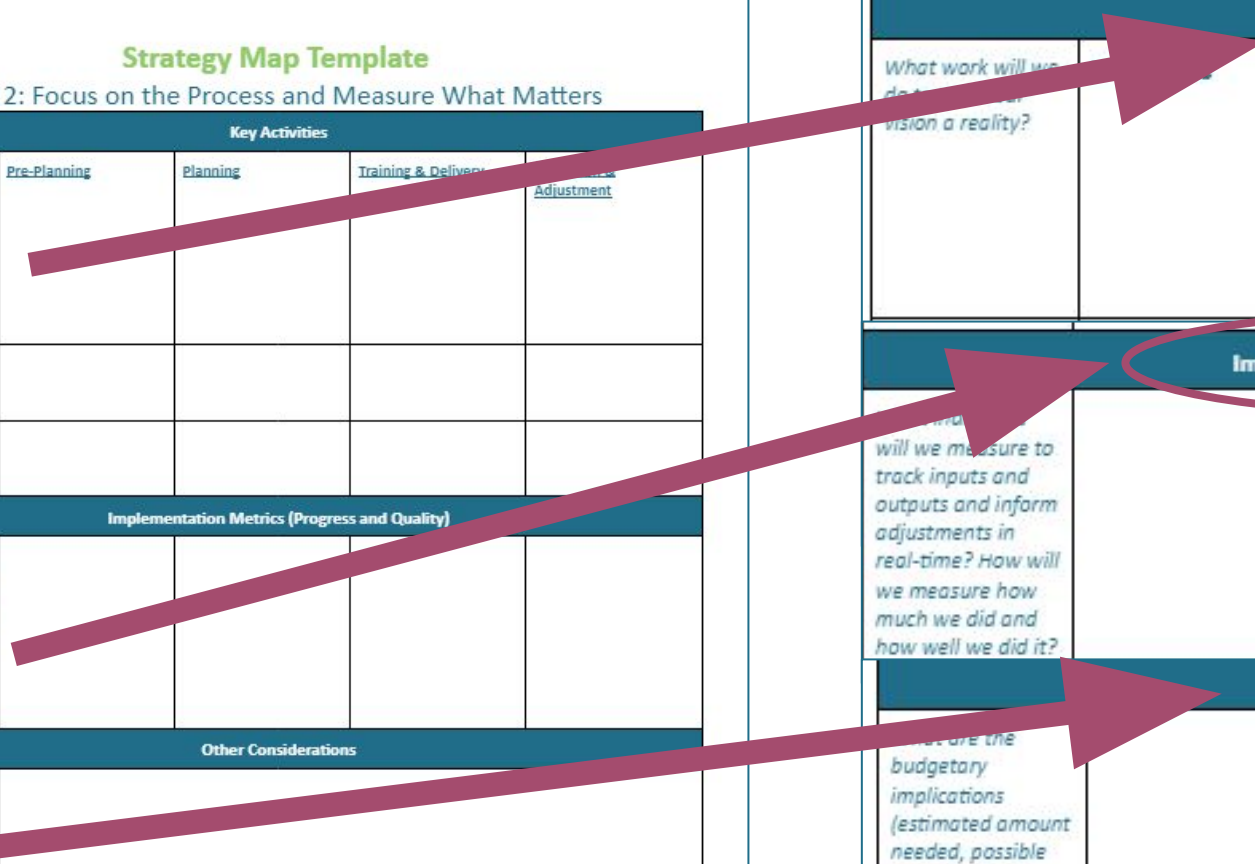
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Overview of Part 2 of Strategy Map

Strategy Map Template
Part 2: Focus on the Process and Measure What Matters

Key Activities				
What work will we do to make our vision a reality?	Pre-Planning	Planning	Training & Delivery	Reflection & Adjustment
What are the timeframes for doing this work?				
Who else needs to be involved (and why)?				
Implementation Metrics (Progress and Quality)				
What indicators will we measure to track inputs and outputs and inform adjustments in real-time? How will we measure how much we did and how well we did it?				
Other Considerations				
What are the budgetary implications (estimated amount needed, possible sources, etc.)?				
What else do we need to know or keep in mind as we engage in this effort?				

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Explore an Example Strategy Map: *Racially Inequitable Hiring Practices*

Strategy Map Template

Racial Equity Challenge: The program completion gap continues to widen between White and Black students. Black faculty are poorly treated and Black students are not receiving what they need for success in part due to not having teachers and staff they can relate to.	
Point Person(s)	Nick and Brenda
Functional Strategy Owner	School Administrator
Vision Statement <i>Where will we be by the end of the coming year (June 2025)?</i>	By June 2025, our institution will have drastically improved our relationships with Black students and faculty members both inside and outside of the classroom. Our Black students and faculty members will feel deeply cared about as we keep them at the center of the work we are doing together to improve the institution.
Outcome Measures <i>How will we measure whether people are better off? What are the behaviors and mindset changes we would see?</i>	<ul style="list-style-type: none"> Percentage of Black students and faculty who feel cared for and valued by their teachers, administration, and colleagues Percentage of White teachers and staff who are working to build authentic bonds with their students and colleagues The number of task force recommendations the institution implements and operationalizes The number of teachers and staff that Black students can relate to increasing Higher grade levels and completion rates for Black students
Design Principles <i>What will we "hold tight" to as we move forward? How will we keep a Design Justice lens as we co-create liberatory space?</i>	<ul style="list-style-type: none"> Keeping Black students and staff at the center of the work Avoid and call out white Saviorism Building authentic relationships is key Yield power and control in the decision making process to Black staff and students This will not be a performative strategy
Barriers & Risks <i>What mindsets need to shift for us to be successful in this work? What risks or barriers will we need to address to move forward?</i>	<ul style="list-style-type: none"> Shift from the mindset of Black students and staff are the problem that needs to be "fixed" to the system needs to be fixed Shift from a "culture fit" mindset to a "culture add" mindset Think outside the box on how to find Black candidates Traditional racial homogenous hiring panels

Take a few minutes to review the example. Think about:

- *What is helpful about this example?*
- *What do I still have questions about?*
- *How will this help us create our own Strategy Map?*
- *Where do key leadership moves and support come into play?*

Create a Strategy Map for Your Racial Equity Challenge: PART 2

1. Gather Your Resources
 - a. Planning Worksheet
 - i. HEAD - HEART - HANDS Questions
 - ii. Liberatory Planning Chart
 - iii. Initial Action Plan
 - b. Session #5 Team Workshopping Materials
 - i. Updated Racial Equity Challenge
 - ii. Updated Action Plan
 - iii. Posters, Feedback Chart
 - c. Strategy Map Materials
 - i. Notes from BHCC Panel Discussion
 - ii. Example Strategy Map - Hiring Practices
 - iii. **Part 1 of your Team Strategy Map**
2. Choose a notetaker
3. Fill out **Part 2** of your Strategy Map

Strategy Map Template
Part 2: Focus on the Process and Measure What Matters

What work will we do to make our vision a reality?	Pre-Planning	Key Activities		
		Planning	Training & delivery	Reflection & Adjustment
What are the timeframes for doing this work?				
Who else needs to be involved (and why)?				
What indicators will we measure to track inputs and outputs and inform adjustments in real-time? How will we measure how much we did and how well we did it?	Implementation			
What are the budgetary		Other C		

What leadership moves are you considering to make this a successful process? What do your chosen metrics say about what you value?

RECONNECT in the Creation of Liberatory Communities

Find Joy and Celebrate Our Growth as We Support Each Other & Refine Our Plans for Facilitating Sustainable Racial Equity Change

40

minutes

Panel Discussion with Bunker Hill

What Does It Take to Be a Student-Centered org?
And, what does it take to Lead & Support this work?

30

minutes

Strategy Map Work Time

Part 1: Consider the People

15

minutes

Afternoon Break

We will try to break around 2:10

30

minutes

Strategy Map Work Time

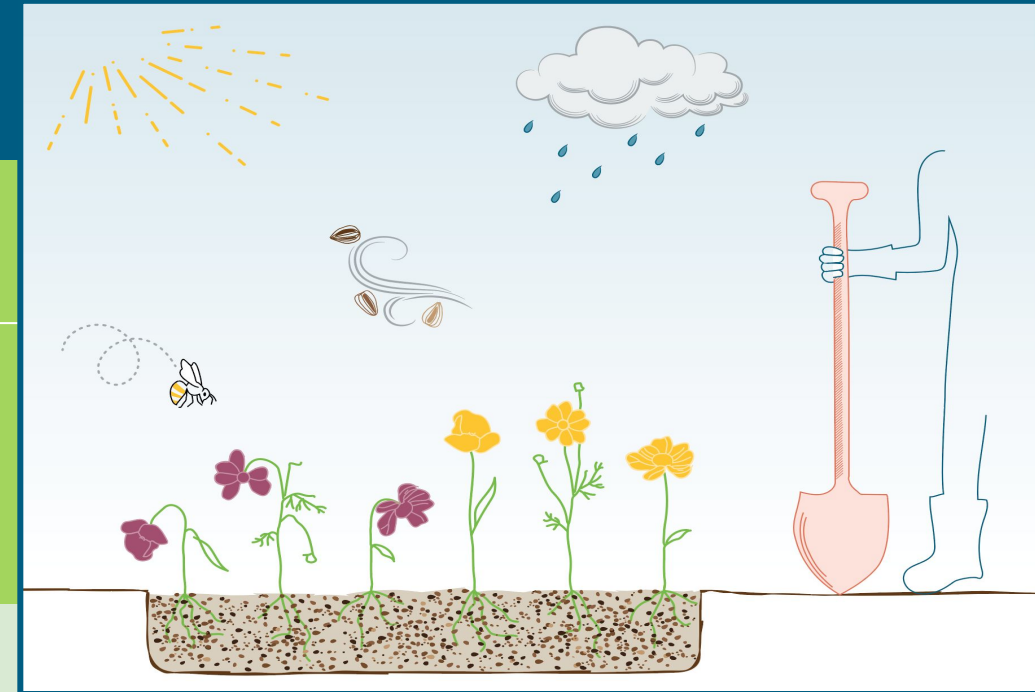
Part 2: Consider the Process

30

minutes

Fireside Chat w/ Wyvonne & Closing

Next Steps & Reflection. Adjourn by 4:00PM



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Fireside Chat:

Recentering
on our WHY
with



**Wyvonne
Stevens-Carter**

*Adult Education
State Director*



PAUSE & Check-in on JOY, HOPE, CELEBRATION, and REFLECTION



**Connect, Complement &
Celebrate with Team Members**



Play, dance, laugh...

Celebrate our dopeness!

NEXT STEPS

SURVEY

Take our feedback survey as you depart.

Your feedback is important.

bit.ly/ACLS-Session5Feedback



SOURCES

Check the ADEI website later this week for links to resources from this session



www.adeitraining.com

SUPPORT

We will be in touch for future support structures
(1:1 coaching sessions and a Support Summit in the Fall are possible)



SUPPORT



Send questions & comments to adeitraining@updconsulting.com



IAN BROWN



ELAINE FARBER BUDISH



COLE C.



ANTHONY GORDON



JENNI GREENE



SHERRY JACKSON



PHILIP JACOBS



SHANNON SIMPSON



ACLS ADEI
2022 - 2023 Cohort

With Grateful Hearts



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