



LEADING for EQUITY
 Center for Leadership and Diversity
 Ontario Institute for Studies in Education (OISE)
 University of Toronto

Friday November 20th : Introductory

4:00	Meet with RA's Debrief/room setup
4:30	Registration and Dinner (mints and water jugs on the table)
5:20	Welcome John, Reva and Herveen <ul style="list-style-type: none"> • Participants introduction and what brought you here
5:30	Introduction and Context Herveen
6:00	Keynote Address: Rosemary
6:30	Q&A
7:00-8pm	Introduction exercise? And/Or Activity
8:00-8:15	End of evening/ Meet with RA's Debrief
Activities	<ul style="list-style-type: none"> ○ Identify challenges, supports and possibilities in leading for equity ○ 3 minutes to quietly reflect and then group discussion

Saturday November 21st: Symposium

8:00 am	Meet with RA's Debrief /Put flip chart paper up on the walls and sticky notes
9:30	Breakfast (Coffee, tea, juice, muffins, pastries and fruits)

9:45	Start: panel/teaser: <u>Morning Discussions: “Critical Issues in Educational Leadership”</u>
10:15	<u>Discussion 1</u> <ol style="list-style-type: none"> 1. What are the challenges/possibilities to the hiring, retention and promotion of global majorities? (2-3 tables) 2. What critical incidents are easier to address and what critical incidents are more difficult to address? For example: Class, Racism, Sexuality, Lip Service, Sexism, and Gender. Provide examples if possible. (2-3 tables): <p>Total time 90 minutes with breakdown as follows: Reflections (3minutes) Group Think (35 minutes) Debrief each table reports back (30min) Any other additions (20min)</p>
11:45	<u>Discussion 2</u> <p>When I began my career as an educational administrator committed to leading for equity my greatest strength was.....AND...what I needed to learn more about was...(All tables)</p> <p>Total time 90 minutes with breakdown as follows: Reflections (3minutes) Group Think (35 minutes) Debrief each table reports back (30min) Any other additions (20min)</p>
1.15	Lunch (Sandwiches/vegetarian Lasagne, Soup, Salad, juice and water) <ul style="list-style-type: none"> • Put flip chart paper up: Provide sticky notes: Ask participant question: do you have any further reflections of contributions for the challenges, supports and possibilities discussion from the evening prior
2:00	<u>Afternoon Discussions: “Insights from the Field”</u>
2:30	<u>Discussion 3</u> <ul style="list-style-type: none"> • What knowledge, skills, attitudes, tools, knowledge and/or experiences are required to equip administrators “leading for equity”?

	<p>Total time 90 minutes with breakdown as follows: Reflections (3minutes) Group Think (35 minutes) Debrief each table reports back (30min) Any other additions (20min)</p>
4:00	<p><u>Discussion 4</u></p> <ul style="list-style-type: none"> • What topics should be included in the development of a leadership program? (2-3 tables) <p>Total time 90 minutes with breakdown as follows: Reflections (3minutes) Group Think (35 minutes) Debrief each table reports back (30min) Any other additions (20min)</p>
5:30	<p>Wrap up, Evaluation and Thank you's</p> <ul style="list-style-type: none"> • Meet with RA's Debrief
5:30pm	Dinner with Rosemary

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Location:
OISE Building
Room: 5170
252 Bloor Street West

Participant Program

Friday November 20th: Introductory

4:30	Registration and Dinner
5:30	Welcome John, Reva and Herveen
6:00	Keynote Address: Rosemary Campbell-Stephens
7:00	Connect and Reflect
8:00	Closing

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Saturday November 21st: Symposium

- 9:30 Breakfast
- 9:45 Critical Issues in Education
- 10:15 Discussion 1:
- (a)What are the challenges/possibilities to the hiring, retention and promotion of global majorities?
- (b)What critical incidents are easier to address and what critical incidents are more difficult to address?
- 11:45 Discussion 2: When I began my career as an educational administrator committed to leading for equity my greatest strength was.....AND...what I needed to learn more about was...(All tables)
- 1.15 Lunch and Reflect: Any further thoughts about the challenges, supports and possibilities of leading for equity?
- 2:00 Insights from the Field
- 2:30 Discussion 3: What knowledge, skills, attitudes, tools, knowledge and/or experiences are required to equip administrators “leading for equity”?

- 4:00 Discussion 4: What topics should be included in the development of a leadership program?
- 5:30 Closing

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Morning Discussions: “Critical Issues in Educational Leadership”

Discussion 1

- What are the challenges/possibilities to the hiring, retention and promotion of global majorities? (2-3 tables)
- What critical incidents are easier to address and what critical incidents are more difficult to address? For example: Class, Racism, Sexuality, Lip Service, Sexism, and Gender. Provide examples if possible. (2-3 tables):

Discussion 2

- When I began my career as an educational administrator committed to leading for equity my greatest strength was.....AND...what I needed to learn more about was...(All tables)

Afternoon Discussions: “Insights from the Field”

Discussion 3

- What knowledge, skills, attitudes, tools, knowledge and/or experiences are required to equip administrators “leading for equity”?

Discussion 4

- What topics should be included in the development of a leadership program? (2-3 tables)

Use this in the evaluation?: What is some advice you would give current and aspiring leaders who are learning to lead for equity? (2-3 tables)

How to divide the tables:

- a. Table 1: At systems,
- b. Table 2: curricula,
- c. Table 3: community, and
- d. Table 5: student body levels.

Panel Discussions:

November 20 2009:“Critical Issues in Education”/Community: Herveen, Rosemary, Rajinder?

November 21 2009:“Insights From the Field”

Morning:

Ranjit/ Camille Logan/ Baldev Mutta
Sabrina/me (or) Baldev/Django

Afternoon:

Poleen Grewal/Pardeep/Belinda Longe

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Leading for Equity Consent Form

I, _____, agree to take part in a *symposium* on *Leading for Equity: Phase 1*.

I understand that I am under no obligation to participate in the symposium. I understand that my employer will not be informed as to my participation in this study. I understand that my specific answers and comments will be kept confidential. I understand that my name will not be identified in any report or presentation, which may arise from the study. I understand that only the research team will have access to the information collected during the symposium.

The aim of this symposium is to examine the barriers, contradictions, and possibilities in the experiences of administrators leading for equity. Participants will also be invited to give input regarding the nature and content of a leadership and mentorship program for global majority educators.

I understand what this symposium involves and agree to participate.

Name of Participant _____

Date:

(Please Print)

Signature of Participant: _____

Date:

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Participant Questionnaire

1. How long have you been “leading for equity”?: _____

2. Work Context: Rural Urban Suburban (*Please check the appropriate box*)

3. At what level do you lead?: Community Board Principal
Vice –Principal educator other _____

4. Have you had formal training in equity? Yes No

If yes:

- Where did you receive this training? (check all those that apply)
 - Teachers college
 - Formal education (Undergrad; Masters, PhD, other _____)
 - Additional Qualifications Courses
 - Professional Development at work place
 - Community involvement
 - Other _____

- Was this adequate training Yes No

If no:

What was missing? : _____

5. What label(s)/conception(s) best reflect your definition of equity? (*circle all those that apply*):

- a. Anti-oppression
- b. Inclusive
- c. Anti-racism
- d. Emancipatory
- e. Democratic
- f. Other_____

6. What limits the hiring, retention and promotion of global majorities into leadership positions?

7. What is some advice you would give current and aspiring leaders?

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Symposium Feedback Rating	Poor	Fair	Average	Good	Excellent	Comments
Presentations						
Discussion Questions						
Discussion with Peers						
Relevance to your work area						
Facilities						
Overall Evaluation						
What did you like the most about this event?						
What advice you would give current and aspiring leaders who are learning to lead for equity?						
What did you like the least about this event?						
Is there anything else you would have liked to see covered in this event?						
Would you like to participate in future Leading for Equity events? If so please provide your name and contact details _____						
Further comments, insights and/or learning's you would like to share.						

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Speakers briefing notes:

Below are the questions/areas we are asking participants to reflect on during the symposium. Use the following questions as a guide for your 7-10 minute presentation. The panel presentations are to serve as discussion prompts and can either be formal/informal or a reflective presentation about the challenges/opportunities/successes in doing this work from your context. If you have any questions please do not hesitate to call me at 416 230 4780. ---Herveen Singh

Morning Discussions: “Critical Issues in Educational Leadership”

Discussion 1

- What are the challenges/possibilities to the hiring, retention and promotion of global majorities? (2-3 tables)
- What critical incidents are easier to address and what critical incidents are more difficult to address? For example: Class, Racism, Sexuality, Lip Service, Sexism, and Gender. Provide examples if possible. (2-3 tables):

Discussion 2

- When I began my career as an educational administrator committed to leading for equity my greatest strength was.....AND...what I needed to learn more about was...(All tables)

Afternoon Discussions: “Insights from the Field”

Discussion 3

- What knowledge, skills, attitudes, tools, knowledge and/or experiences are required to equip administrators “leading for equity”?

Discussion 4

- What topics should be included in the development of a leadership program? (2-3 tables)
- What is some advice you would give current and aspiring leaders who are learning to lead for equity? (2-3 tables)