



CASEL CARES INITIATIVE
Connecting the SEL Community

Made possible with support from the Allstate Foundation



Leading for Equity in Challenging Times: Our Role as Leaders to Catalyze Change for Our Collective Well-being

with the National Equity Project

Kathleen Osta, Victor Cary, and Hugh Vasquez

April 24, 2020

YOU

ARE

ON

NATIVE

LAND

LAND ACKNOWLEDGEMENT

Honoring the land and the people

*We are coming to you from
Yokuts Land*

Chochenyo / Ohlone Land

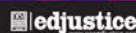
Kiikaapoi (Kickapoo) / Peoria /
Bodéwadmiakiwen (Potawatomi) /
Miami / Očeti Šakówiŋ (Sioux) Land

<https://native-land.ca/>



#HonorNativeLand
USDAC.us/NativeLand

Artwork & Design by
Warren Montoya - Tamaya & Kha'pa Owings
Jaclyn Roessel - Diné



@equityproject #CASELCARES #RebelLeader



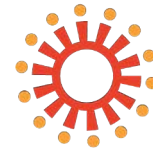


“

I believe that telling our stories, first to ourselves and then to one another and the world, is a revolutionary act. It is an act that can be met with hostility, exclusion, and violence. It can also lead to love, understanding, transcendence, and community.

Janet Mock
Redefining Realness





NATIONAL
EQUITY
PROJECT

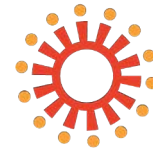
Core Belief

The role of leaders for equity is to make inequities visible; disrupt discourse, practices and policies that perpetuate inequities; and reimagine new ways to engage and co-design with our communities so that each child and adult learns, thrives and experiences a sense of belonging.

Photo by @kiana.bosman via Unsplash

@equityproject #CASELCARES #RebelLeader





NATIONAL
EQUITY
PROJECT

Core Belief

Our fates are linked; if one part of our human ecosystem is unwell, we are all negatively affected. Likewise, if all parts of our community are healthy and cared for, we all thrive.

@equityproject #CASLCARES #RebelLeader





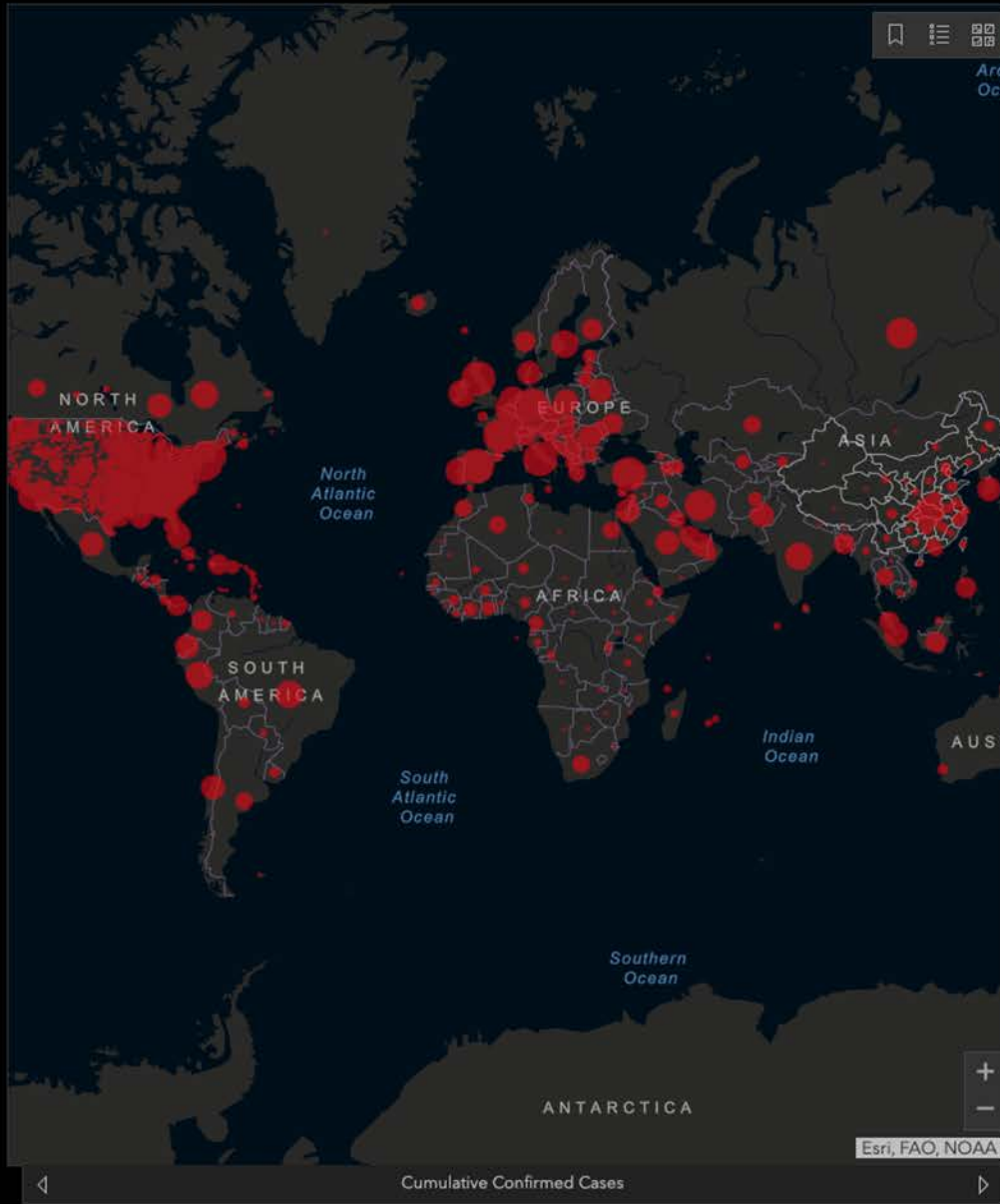
Total Confirmed
2,708,590

Confirmed Cases by Country/Region/Sovereignty

- 873,137 US
- 213,024 Spain
- 189,973 Italy
- 159,460 France
- 151,784 Germany
- 139,246 United Kingdom
- 101,790 Turkey
- 87,026 Iran
- 83,878 China
- 62,773 Russia
- 49,492 Brazil
- 43,252 Canada
- 42,797 Belgium
- 35,921 Netherlands
- 28,496 Switzerland
- 23,039 India
- 22,353 Portugal
- 20,914 Peru
- 17,607 Ireland
- 16,755 Sweden
- 15,002 Austria

Admin0

Last Updated at (M/D/YYYY)
4/23/2020, 3:31:26 PM



185
countries/regions

Lancet Inf Dis Article: [Here](#). Mobile Version: [Here](#).
Lead by JHU CSSE. Automation Support: [Esri Living Atlas team](#) and [JHU APL](#). [Contact US](#). [FAQ](#).

Data sources: WHO, CDC, ECDC, NHC, DXY, 1point3acres, Worldometers.info, BNO, the COVID Tracking Project (testing and hospitalizations), state and national government health departments, and local media reports. [Read more in this blog](#)

Total Deaths
190,303

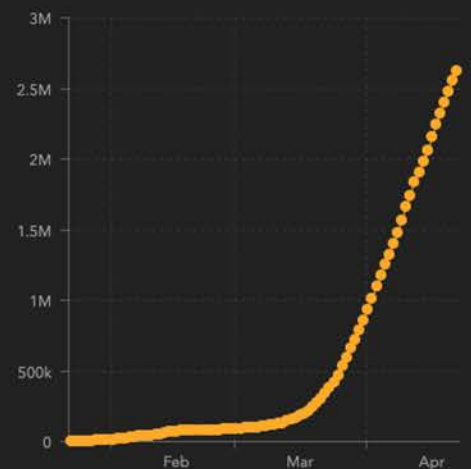
- 25,549 deaths Italy
- 22,157 deaths Spain
- 21,856 deaths France
- 18,738 deaths United Kingdom
- 16,388 deaths New York City **New York** US
- 6,490 deaths Belgium
- 5,481 deaths Iran
- 5,404 deaths Germany
- 4,512 deaths Hubei China

Deaths Recovered

Total Test Conducted in U.S.
4,660,250

- 695,920 tested New York US
- 482,097 tested California US
- 296,708 tested Florida US
- 225,078 tested Texas US
- 200,148 tested New Jersey US
- 195,076 tested Massachusetts US
- 178,708 tested Pennsylvania US
- 173,316 tested Illinois US
- 147,953 tested Washington US
- 143,315 tested Louisiana US

US Tested



Confirmed Logarithmic Daily Cases

An invitation to hold this metaphor



LOOKING IN A MIRROR

Insight into myself – my beliefs, identity, experiences, strengths, fears



LOOKING OUT OF A WINDOW

Insight into my context – my students, families, colleagues, schools, organization, community



top Washington Post

African Americans are at higher risk of death from coronavirus

A Washington Post analysis shows that majority-black counties have three times the number of infections and almost six times the number of ...
2 weeks ago



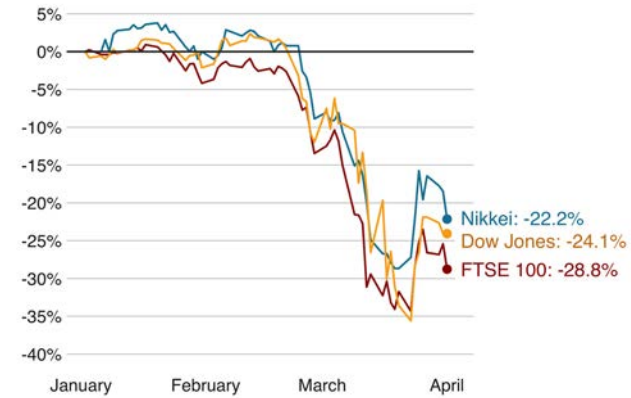
ABC News

Black people in NYC twice as likely to die from COVID as white people: Data

Black residents in New York City are dying from the novel coronavirus more than any other racial group, according to data released Friday by ...
5 days ago



The impact of coronavirus on stock markets since the start of the outbreak



Source: Bloomberg, 01 April 2020, 09:00 GMT



Equity issues exacerbated & exposed



Distance learning & working - the "new normal"

Uncertain economy impacting all sectors

On Southwest Airlines
Doctors and Nurses heading to New York to help
A beautiful thing



Humanity & kindness



“

In a real sense all life is interrelated. All [of us] are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.

Martin Luther King Jr.

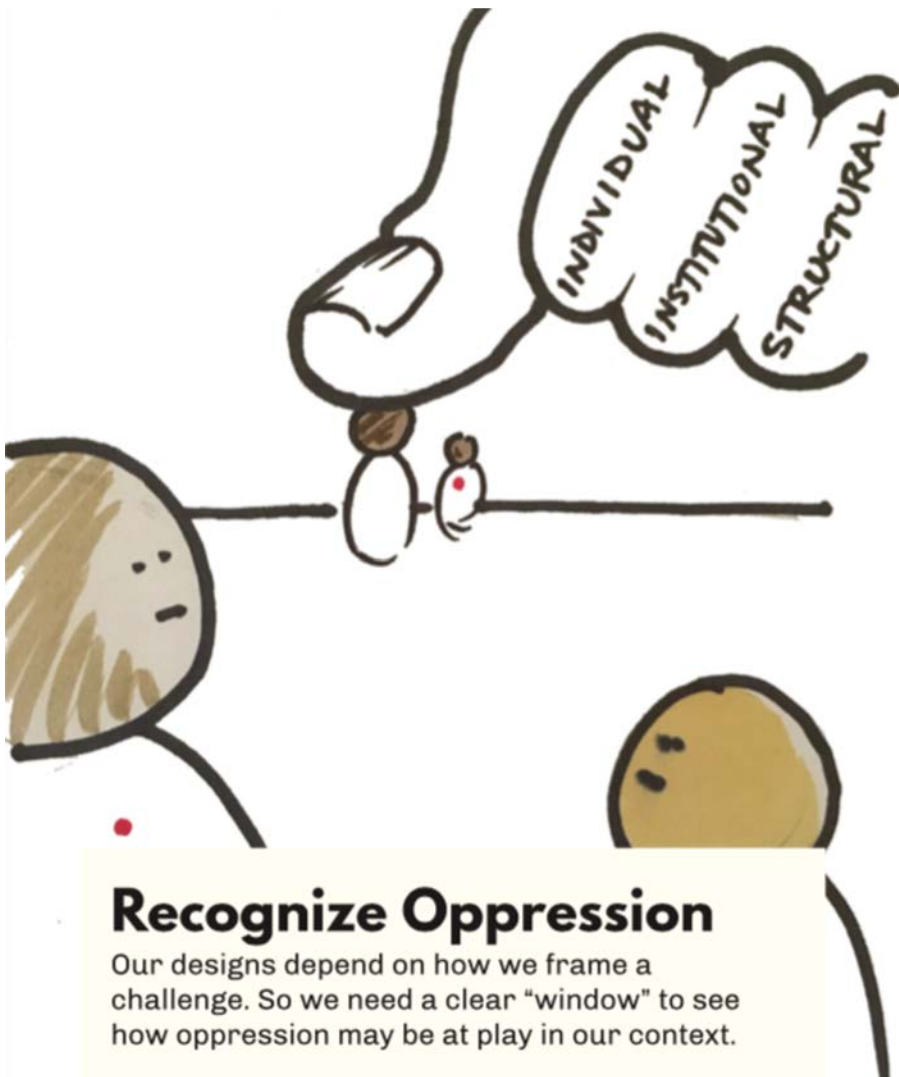


“

Leading for Equity means taking
responsibility for what matters to you.

Julian Weissglass





Recognize Oppression

Our designs depend on how we frame a challenge. So we need a clear “window” to see how oppression may be at play in our context.

EQUITY LENS

We are all impacted by the pandemic, but we are situated differently and have differential access to protection, care, and resources.

Structural inequities in our country mean that African American, Latino, and Native people are experiencing the greatest economic and physical harm.



EQUITY LENS

Some truths...

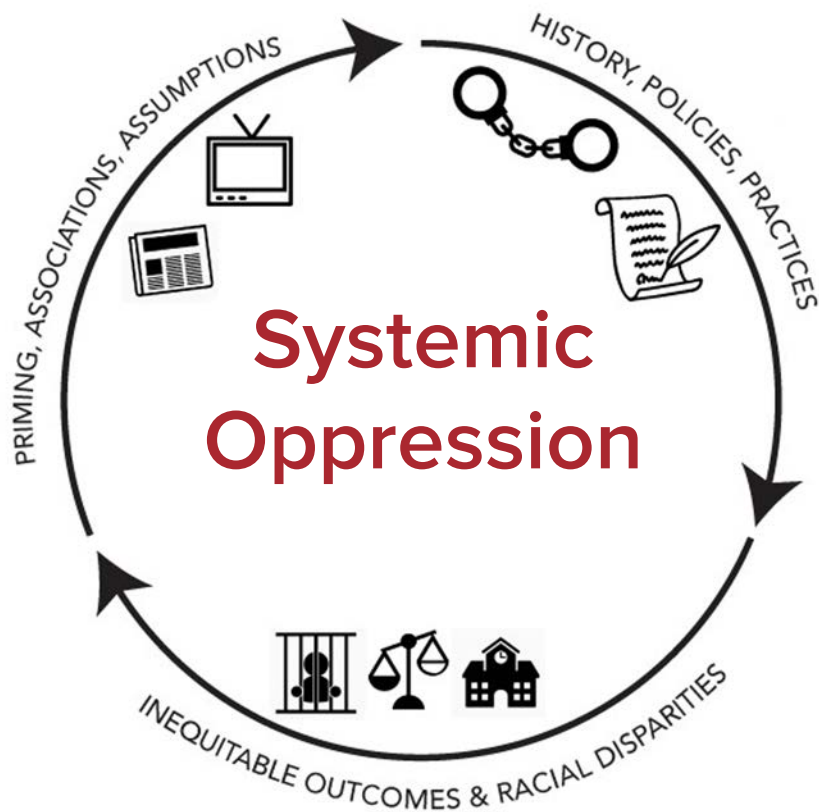
The inequities in our systems, and for our young people, are even more visible now

Further ones are emerging

A stance...

Disruption and transformation - in service of equity - IS even more possible





- Creation of “race” - denial of racism
- Racial segregation - “othering” - “breaking”
- Inequitable access to opportunities
- Harmful messaging in media, textbooks, government
- Erasure, silencing, structural violence
- Dehumanization

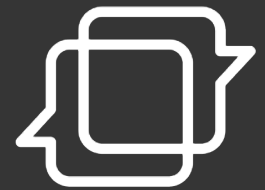


Liberatory Design Mindsets

Notice

Reflect

Take a few minutes to look these over



Reflect on any that resonate for you!

Practice Self-Awareness
We design from who we are. So we need a clear "mirror" to better see how who we are shapes what we see, how we relate, and how we design.

Focus on Human Values
Seek as many ways as possible to get to know your end users including immersion, observation, and co-design.

Recognize Oppression
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Embrace Complexity
When the going gets messy, stay open to possibility. Powerful design emerges from the mess, not from avoiding it.

Seek Liberatory Collaboration
Recognize differences in power and identity. Design "with" instead of "for"

Build Relational Trust
Intentionally invest in relationships, especially across difference. Honor stories and listen for emotions.

Bias Towards Experimentation
The complexity of oppression requires courageous action. Build to think and learn.

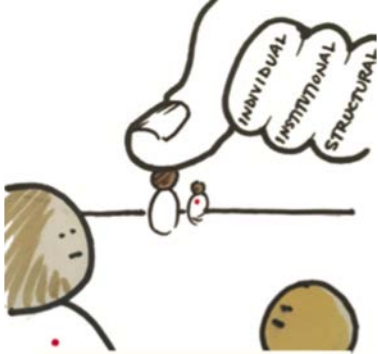
Share, Don't Sell
Practice transparency of process and non-attachment to ideas.

Attend to Healing
Doing equity work includes on-going healing from the effects of oppression to increase our agency for liberatory design thinking.

Exercise Your Creative Courage
Every human has the capacity to be creative. Before there is confidence, there is the courage required to navigate self-doubt and creative fragility. Trust your inherent creativity muscles and flex them with courage.

Catalyze Opportunities to Transform Power
Inequity thrives in situations of power imbalance. Look for ways to transform power to invite and experience liberatory collaboration. Move away from power "over" or "for" and design toward power "with" and "within" to interrupt the reproduction of power dynamics.

Work with Our Fear and Discomfort
Fear and discomfort are an anticipated parts of this work. This includes feelings related to the situation, as well as what it brings up for you as a designer given who you are. Identifying sources of the fear and discomfort allows us to advance our design work if good or address it if harmful.



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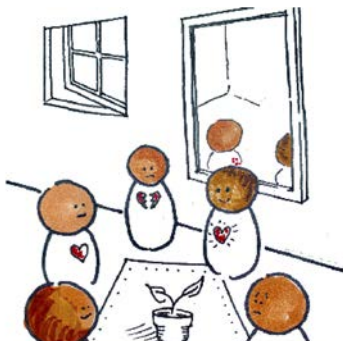
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POLL
out of these 5

Which of these
Mindsets feels most
important to you in
this extended
moment
of disruption?





Equity Leadership

We are living in challenging times and are part of complex systems that our past experiences and training may not have sufficiently prepared us to understand and respond to in our role as equity leaders.



REBEL LEADER

Rebel Leadership for our Collective Future

“

Rebels are people who break rules that should be broken. They break rules that hold them and others back, and their way of rule breaking is constructive rather than destructive.

It creates positive change...

Rebel Leadership involves **positive deviance**.

Francesca Gino, Harvard Business School
Author, *Rebel Talent*

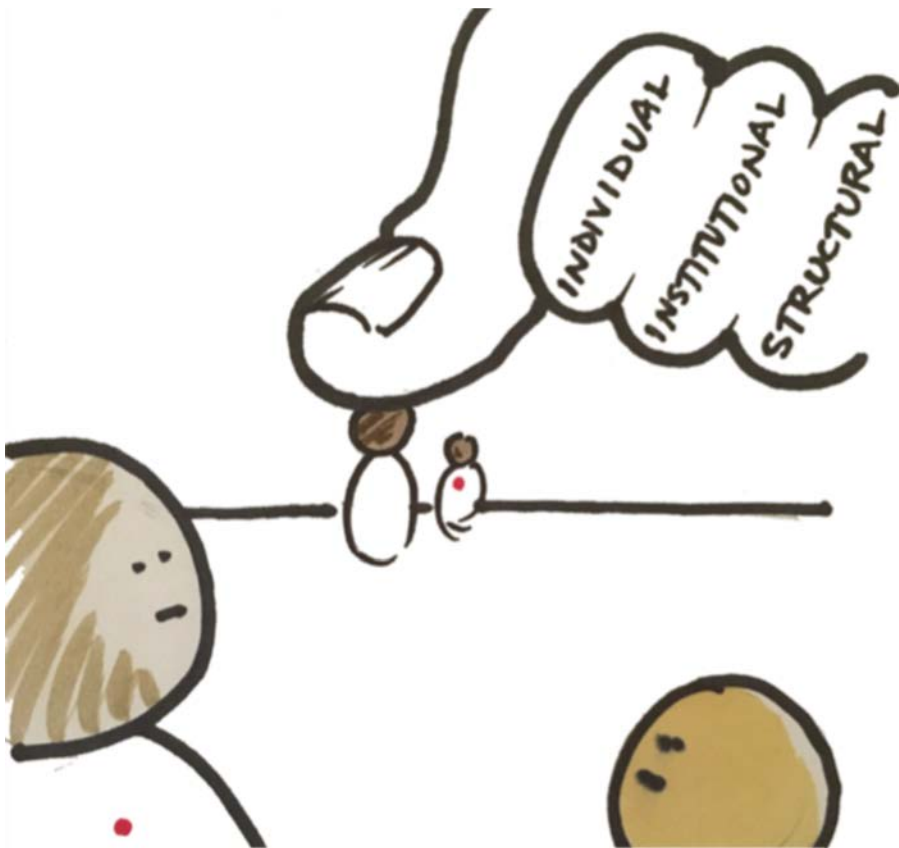




The importance of Rebel Leadership now

1. **SEE, ENGAGE and ACT Anew:**
Take a stance of social solidarity not social distance
1. **Hold problem space open:**
Tension between urgency to act (chaos) and emergence through mutual relationships (complexity)' begin by listening to the stories of those closest to the pain
1. **Deal with anxiety:**
Don't underestimate the need to make room for emotions especially in virtual space because we are working on a fuzzy/permeable boundary between chaos and complexity.



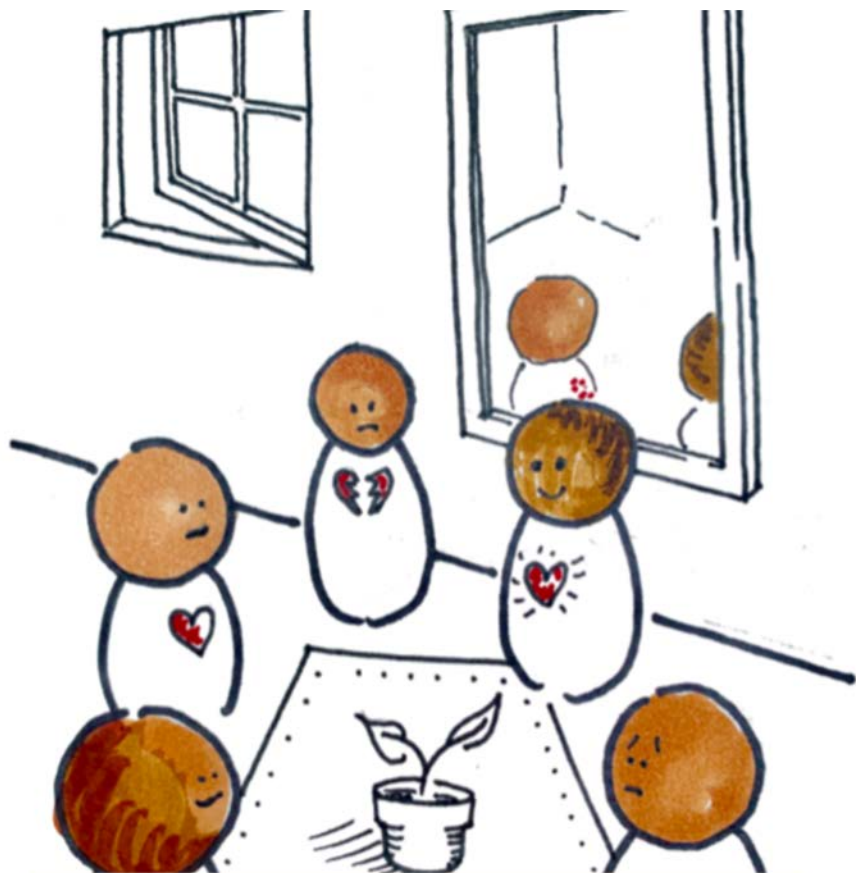


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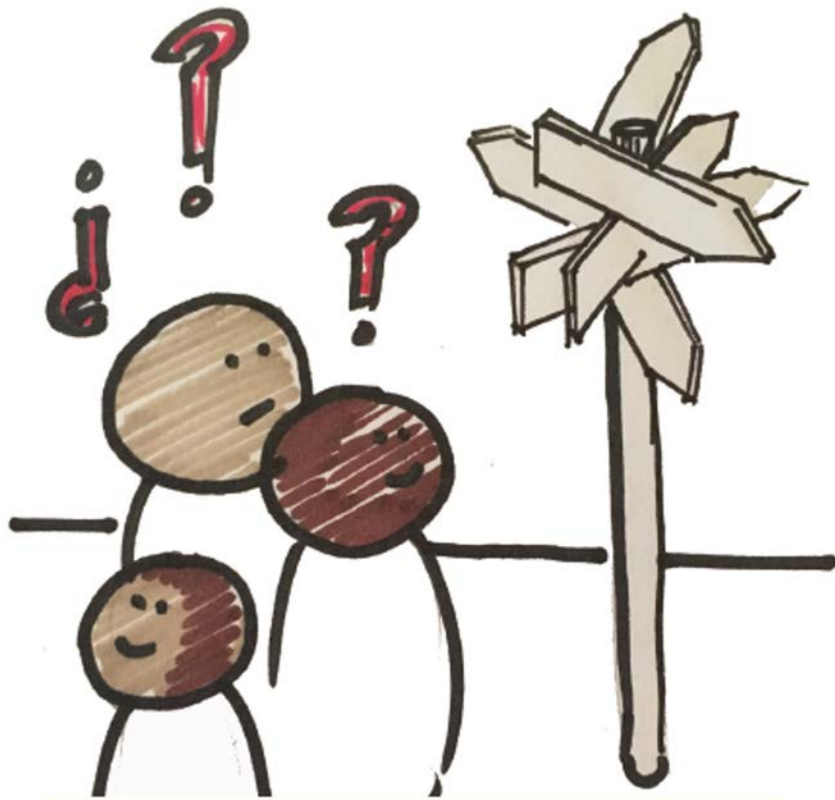
Ana De Almeida Amaral
& Izadora McGawley



@ethnicstudieshthcv
100% student lead ethnic studies program
at High Tech High Chula Vista

@equityproject #liberatorydesign #RebelLeader

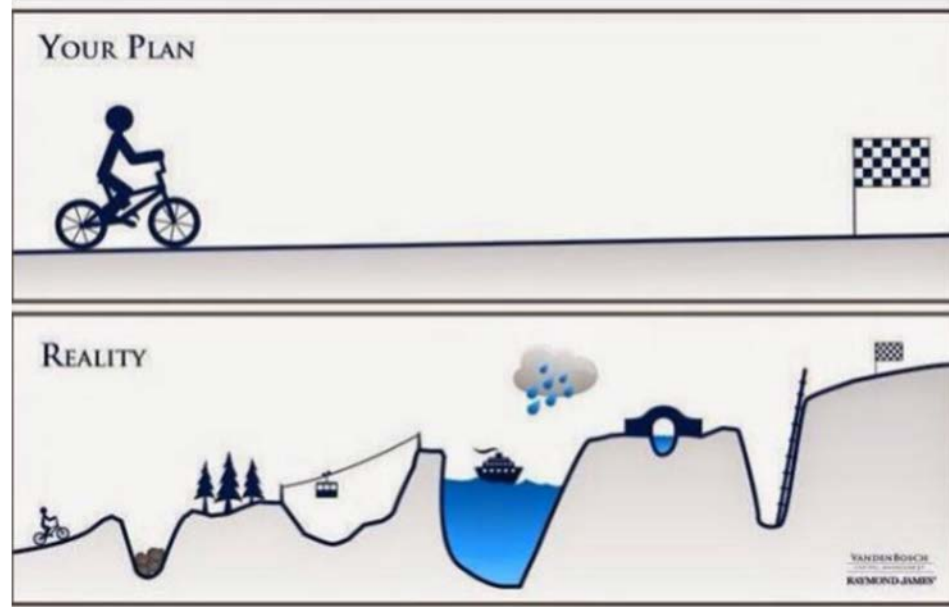




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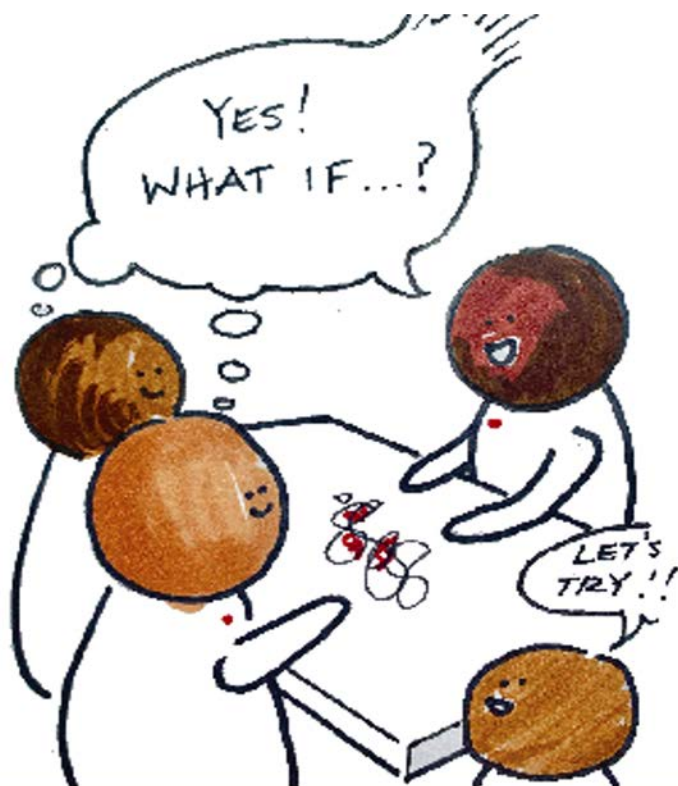
COMPLEXITY LENS



It's more visible now



Opportunities for Innovation and Learning



Exercise Your Creative Courage

Crisis offers massive opportunities for innovation and learning.

Once the crisis is over, the pressure for change is lost, behavior easily slips back.





“

You must find a way to get in the way and get in good trouble, necessary trouble.

...You have a moral obligation, a mission and a mandate, when you leave here, to go out and seek justice for all. You can do it. You must do it.

U.S. Representative John R. Lewis



Rebel Leaders Utilize SEL in ways that:

- Center healing & resisting oppression
- Advances collective well-being
- Reimagines relationships & learning environments
- Redistributes power
- Co-designs communities where we all belong and thrive





“

We will not go back to normal. **Normal never was.** Our pre-corona existence was not normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, rage, hoarding, hate and lack. We should not long to return, my friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.

Sonya Renee Taylor
thebodyisnotanapology.com

#RebelLeader



REBEL LEADER

Rebel Leadership for our Collective Future

@equityproject #CASELCARES #RebelLeader

JOIN US!

What do you feel
committed to doing
now or carrying
forward?

Tweet @equityproject
#RebelLeader
#CASELCARES

