

BUILDING LEADERSHIP CAPACITY FOR RACIAL EQUITY

Focused Improvement Science



Presented by

Imani Jones-Ratcliffe & Betty Lugo

April 2, 2020

NYC

Department of
Education

Chancellor Richard A. Carranza

PRESENTERS: EQUITY STATEMENTS



I am a leader who works with courage and conviction to eliminate opportunity and achievement gaps for Black and Latino students in New York City's public schools. I am very passionate about collaborating with districts and schools to build leaders and teams to advance equity.

And I build leaders for equity!

- **Betty Lugo** (*Pictured right*)

Instructional Leadership Partner, NYCDOE

I am a leader who is courageous, practices self-care and pushes thinking in the service of racial equity. I say what should be said when it needs to be and I ask bold questions without fear. And I build leaders for equity!

- **Imani Jones-Ratcliffe** (*Pictured left*)

Instructional Leadership Partner, NYCDOE

RECOMMENDED RESOURCES

Emdin, C. (2016) *For White Folks Who Teach in the Hood... and the Rest of Y'all Too: Reality Pedagogy and Urban Education* (1st ed.). Boston, MA: Beacon Press
Fergus, E. A. (2016)

Solving Disproportionality and Achieving Equity: A Leader's Guide to Using Data to Change Hearts and Minds. Thousand Oaks, CA: Corwin
Hammond, Z. L. (2014).

Culturally Responsive Teaching and The Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students. Thousand Oaks, CA: Corwin
Hollins, C. & Govan I. (2015).

Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race. Lanham, MD: Rowman & Littlefield Publishers, Inc.
Krownapple, J. J. (2016)

Guiding Teams to Excellence With Equity: Culturally Proficient Facilitation. Thousand Oaks, CA: Corwin
Laidley, D. (2001) *Paseo or Circles of Identity* [pdf]. Retrieved from <https://www.schoolreforminitiative.org/download/the-paseo-or-circles-of-identity/>
Singleton, G. E. (2014).

Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools (2nd ed.). Thousand Oaks, CA: Corwin
Sue, D. W. (2015).

RECOMMENDED RESOURCES

CONTINUED

Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race. Hoboken, NJ: John Wiley & Sons Inc. Talusan, L. A. (2012).

PRACTICING INCLUSION: Icebreakers and Team builders for diversity [pdf] Retrieved from <https://studentlife.mit.edu/sites/default/files/Diversity-based%20Teambuilders%20and%20Icebreakers%20from%20Stonehill%20College.pdf>