



2020 Racial Equity Leadership Institute Dismantling White Supremacy: Driving Change in American Education

January 30, 2020 | Presented by the Facilitating Racial Equity Collaborative

Minnesota's Facilitating Racial Equity Collaborative (FREC) is excited to announce the opening of applications for our sixth annual Racial Equity Leadership Institute for educational leadership teams.

The 2020 Racial Equity Leadership Institute is designed to help existing teams of educational leaders who currently have the commitment and authority to address racial equity in their organizations and into the future. This year's Institute offers each participating team the opportunity to attend a day-long conference and to work with an expert in the industry who will counsel, coach, and mentor your team as you move forward in advancing equity in your organization.

- Before the Institute, each team will meet with a coach to ground and focus your racial equity work by exploring your team members' values and beliefs, your understanding and acceptance of racism and white supremacy and your organization's stage of equity development.
- During the Institute on January 30, participants will strengthen their individual and team understandings of systemic white supremacy, how we may inadvertently contribute and reinforce white supremacy, and strategies to address white supremacy at an institutional, team, and personal level. Our program includes:
 - Keynote address by Dr. Muhammed Khalifa from the University of Minnesota. His research and recent book *Culturally Responsive School Leadership* focuses on how education leaders can engage multiple areas, most notably: school climate, inclusionary practice around student identity, community engagement, and CRSL of pedagogy, curriculum, and development to positively impact learning by honoring indigenous heritages and local cultural practices.
 - A diverse panel of students will share changes they would like to see in their school, college, or university to address issues of racial equity.
 - Blocks of time working with your coach to digest and apply the new learning to your personal, team, and institution's current situation and to plan how to drive change. At the end of the day, each team will leave with an outline of the next steps they will take in their educational setting.
- After the Institute, each team will work with their assigned coach to gain traction in driving change within their educational settings, including next steps, overcoming resistance, and continuing intercultural development.

Special features of this year's Leadership Institute include assistance in having uncomfortable conversations around these issues, and expanded opportunities for your team to work with a professional coach to discern where your organization is and to identify your next steps.

Continuing education credits will be available for eligible participants. Certificates of completion will be provided to all participants.

What do we mean by white supremacy? Frances Lee Ansley puts it well: "By 'white supremacy' I do not mean to allude only to the self-conscious racism of white supremacist hate groups. I refer instead to a political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings."

Dismantling white supremacy means learning to specifically see what may be getting in the way of our students' achievements and how to go step by step about having the conversation, identifying our blind spots, identifying unintended consequences, and defining practical solutions. In short, it is about empowering committed, experienced professionals in K-12 or higher education be even more effective at driving change to benefit all students.

Date, Time and Location

This Racial Equity Leadership Institute will take place on ***Thursday, January 30, 2020***, at the Minnesota Department of Education, 1500 Highway 36 West, Roseville, MN 55113, Conference Center B. The program will begin at 7:45 am and conclude at 5:00 pm. Lunch and a light breakfast will be included.

Applications Are Due November 4, 2019

Applications to participate in the 2020 Racial Equity Leadership Institute will be due on ***Monday, November 4, 2019***. The application form is attached and should be submitted electronically to leadership@overcomingracism.org. Also attached is a flyer which you are welcome to share with others. We will notify applicants of their acceptance by Friday, November 15, 2019.

Who Should Attend?

Each participating district or institution will bring a team of ***up to eight*** individuals. We encourage you to bring an existing team of people who already work together in your organization and who have the capacity and responsibility to actually make changes within your context (e.g., people in management or leadership positions). Because the composition of such teams may vary from one educational setting to the next, we ask that your team be identified in your application.

Preparation for the Institute

Each team and its members are required to spend an estimated four hours preparing for the Institute. We will ask each team to do the following:

- Complete an individual values survey which we will provide in advance.
- Complete a short reading which we will provide in advance.
- Have a two-hour meeting with your assigned FREC coach to review your individual and organizational values, consider your organization's stage of race-equity-culture development and identify a particular issue or challenge your team will work on at the Institute.

Fee

The fee to participate in the 2020 Racial Equity Leadership Institute for a team of eight will be \$312.50/person including all materials, meals, and professional coach. Teams will be charged a flat fee of \$2500 and are encouraged to take advantage of all eight seats. If your team requires a partial scholarship to be able to attend, please send an email to leadership@overcomingracism.org indicating the amount your organization can pay and the scholarship amount that you are requesting.

Questions

Please contact leadership@overcomingracism.org if you have questions about the Institute. We will plan to respond within two business days of receiving the email.

We wish you well in your continuing efforts to provide the next generation of Minnesotans with truly equitable educational opportunities.

Sincerely,

Sue Hammersmith and Barb Rose
On behalf of the Racial Equity Leadership Institute Planning Team