



OREGON CENTER FOR EDUCATIONAL EQUITY: Providing Equity-oriented Professional Development

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Thank you for expressing an interest in the work of the Oregon Center for Educational Equity. This document provides a brief outline of the objectives, seminars and process of our work with schools, school systems and organizations. Also included is a brief explanation of potential costs associated with each step of the plan. These costs can differ based on a variety of factors within your local context, but will give you a sense of the commitment needed to take on this level of work. We will be happy to meet with you to discuss in more detail what is possible for your organization.

The equity, diversity and inclusion/belonging work of OCEE is designed to support participants through cross-racial facilitation to:

- 1) Develop both the personal and professional awareness and introspection required to effectively lead for educational equity.
- 2) Deepen the capacity to build relationships and alliances across and within race, class, gender, ability and other forms of difference for the purpose of identifying and eliminating inequitable practices and policies.
- 3) Acquire awareness of how the intersectionality of identity and experiences shape interactions and perceptions.
- 4) Develop understanding of bias, power, privilege, prejudice, discrimination and systemic oppression.
- 5) Investigate and address micro-aggressions: common ways that people are marginalized, excluded, insulted and hurt because they are different.
- 6) Gain or expand understanding of the role of emotional intelligence and the process of emotional release and healing in transforming attitudes and beliefs.
- 7) Learn ways to engage in and sustain conversations around equity that can lead to courageous actions to address different forms and types of inequities within current work sites and communities.
- 8) Learn ways to productively interrupt, advocate for and address equity issues.
- 9) Effectively assess educational contexts and develop a coaching theory of action that leads to more equitable experiences and outcome.
- 10) Deepen professional and personal capacity to engage in key leadership skills such as facilitation, questioning, giving feedback, strategic planning, and coaching related to complex issues of diversity, inclusion and equity.

The progress towards these objectives happens in stages, over time, through a series of seminars, trainings, and individual coaching provided by members of the OCEE team. The first step in this work is always to build the capacity of participants to recognize the subtle and systemic nature of inequities that are often unconsciously and unintentionally embedded into their perceptions, their beliefs and behaviors, and the policies and practices of their organization. It is critical to take the time to build the capacity of all participants to recognize the inequities that are in place before moving into deeper study around how to interrupt, transition, and transform awareness, beliefs, and practices. Moving too quickly into a 'how to create equitable systems' is minimally effective and often a waste of precious resources if few people in the organization can actually see and name the root causes of the problems they are trying to solve. Moving too quickly usually involves responding to symptoms rather than root causes and does not shift the systemic inequities you are trying to address.

The OCEE theory of action stems from our belief and experience that going deep and staying focused on race for the initial development of awareness supports each of us to build our will, skill, capacity, and courage to see and interrupt the status quo in our schools, communities and lives – not only around race, but all forms of inequities and oppression.



STRATEGIC PARTNERSHIPS:

We have seen the greatest shifts in beliefs, perceptions, behaviors, practices, and student outcomes when school districts / organizations engage in a long-term, multi-faceted strategic partnership with OCEE.

These school/district/organization partners follow these steps:

- Leadership (both formal and informal leaders) attend the 5-day *Coaching for Educational Equity Seminar (CFEE)*.
- All staff attend the 2-day *Taking It Up* seminar or a series of workshops spread out over time to provide shared vocabulary and understanding of core concepts leading to effective collaborative action.
- Leaders who have attended *CFEE*, collaborate with us to facilitate small groups at the *Taking it Up* seminars, building their equity leadership capacity while simultaneously supporting staff development.
- Key leaders engage in individual coaching, on an as needed basis, to identify and respond to existing inequities and continue to build staff capacity to take on more deeply entrenched issues.
- Formal & informal leaders attend *Coaching from the Inside Out* retreat to build key skills such as facilitation, questioning, giving feedback, working through dilemmas of practice, and coaching/leading others.
- People who have attended *Taking It Up*, participate in *Moving It Forward* as their next step in learning to be effective leaders and allies in equity work.
- Ongoing organizational, professional and personal work and support as needed and requested.

Descriptions of the Scope of OCEE Work and Outline of Costs:

Fees represent general costs for the events and services provided by OCEE. (*Fees for 2021- 22 school year.*)

Coaching for Educational Equity (CFEE): This 5-day residential seminar provides the time and space necessary to reflect upon what it means to take up equity work in one's local context in a thoughtful and proactive manner. The focus on working from the inside out will challenge participants to step out of their comfort zone and create new entry points for becoming aware of, understanding, and interrupting inequitable policies and practices in our schools.

- \$1600/person when sharing a double room: includes all materials, meals and lodging for the 5-day residential seminar. (\$1800 for a single room)
- 4-day Virtual CFEE costs \$1600.

Taking It Up (TIU): This 2-day seminar is focused on helping educators, school board leaders, and community members deepen their understanding of race and racism. This experience not only builds capacity throughout an organization to talk about race but to also collaborate to take actions that will address inequities within schools. This seminar is designed to support partner organization's equity efforts and further develop the leadership and facilitation knowledge, skills and dispositions for *CFEE* graduates who are supported as Small Group Leaders.

- Approximately \$11,000 for partner organizations, maximum of 100 participants per session. (Dependent on a 1:6 ratio of *CFEE* Grads as Small Group Facilitators for every 6 participants.)
- \$400 for participants who attend from another organization or school district. This option is available only on a space available basis with permission from the host district/organization.



Taking It Up 2 (TIU2) MOVING IT FORWARD

This 6-hour seminar is designed for advanced equity advocates who have already attended Taking It Up (TIU). Participants need to be committed to continuing assessment of their own racial identity and bias, understand the historical legacy of racism (both cultural and institutional) and demonstrate interest in strengthening personal, professional and collective equity-minded leadership and collaboration.

This professional development can be offered either in a single day, or in two-hour sessions.

- Approximately \$4,000 for partner organizations, maximum of 50 participants per session.
- \$400 per participants who attends from another organization or school district.
- All participants need to have completed Taking It Up (TIU) or be granted approval by OCEE and the partner district/organization to join this seminar based on extensive prior equity professional development and equity engagement.

Coaching from the Inside Out: This 3-day seminar is only for those that have completed *CFEE*. It will build on existing knowledge of diversity, equity and inclusion/belonging as well as race and racism. This seminar will deepen capacity to facilitate work around race and other forms of oppression and inequity.

- When hosted as a residential program: \$1,000/person includes all meals and lodging.
- When hosted by a district (non-residential): approximately \$500/person only lunch provided

Customized Professional Development Sessions: OCEE can provide professional development learning sessions that are specifically designed to meet a group’s desired outcomes around diversity, equity and inclusion/belonging. The cost of these sessions will be determined based on amount of preparation time needed, travel/lodging needs, organizational support, materials and printing plus facilitation at \$150 per hour per facilitator. We often recommend the use of two OCEE facilitators so that cross-racial dynamics can be addressed and modeled.

Individual Coaching and Consulting: Experienced members of the OCEE team are available for ongoing coaching and collaboration, in the moment problem solving with you, and sharing of resources around issues you are facing in your ongoing efforts.

- \$150/hour, plus organizational support costs.
- Depending on scope of work may be charged travel and preparation fees.