



Who We Are



The National Equity Project is a leadership and systems change organization committed to increasing the capacity of people to achieve thriving, self-determining, educated, and just communities.



Core Belief

Our **public systems** (education, healthcare, criminal justice, housing, etc.) were not created to produce equal outcomes or experiences for everyone.

These structures - past and present - maintain inequity by design.





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 we can each develop, thrive and experience belonging.

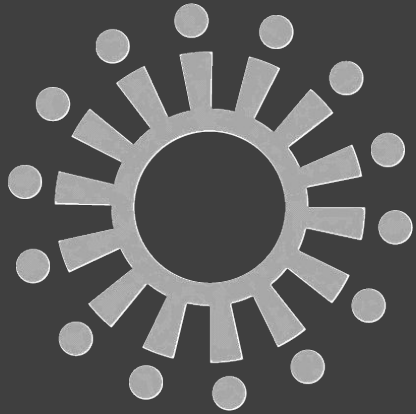


Reimagine Leadership



We believe people
can solve
their own problems.

Both the problems
AND the solutions
reside within
communities and
systems.



We support people to
align their intentions
with their actions

Those who practice leadership for equity must confront, disappoint, and dismantle and at the same time energize, inspire, and empower.

Sharon Daloz Parks

Invitation To Hold This Metaphor



MIRROR

LOOKING IN

Insight into Myself
(beliefs, identity,
experiences)



WINDOW

LOOKING OUT

Insight on our work, colleagues,
students, communities, society...

Our Engagement with Morgan Hill USD

- Reflection on what it means to live into your commitment to diversity, equity and inclusion
- *Leading for Equity Learning Series* with central office and school leaders
- Support to a team of colleagues to design a process to revisit your values and mission with students, teachers, leaders, families, community, board - *a system-wide conversation about what matters to us*



Equity means every child receives what they need to develop to their full academic and social potential.



Working towards equity means...



Working towards equity means removing the predictability of success and failure that currently correlates with any social or cultural factor.





Working towards equity means interrupting inequitable practices, examining biases, and creating inclusive and just conditions for all.





Working towards equity means discovering and cultivating the unique gifts, talents and interests that every human possesses.





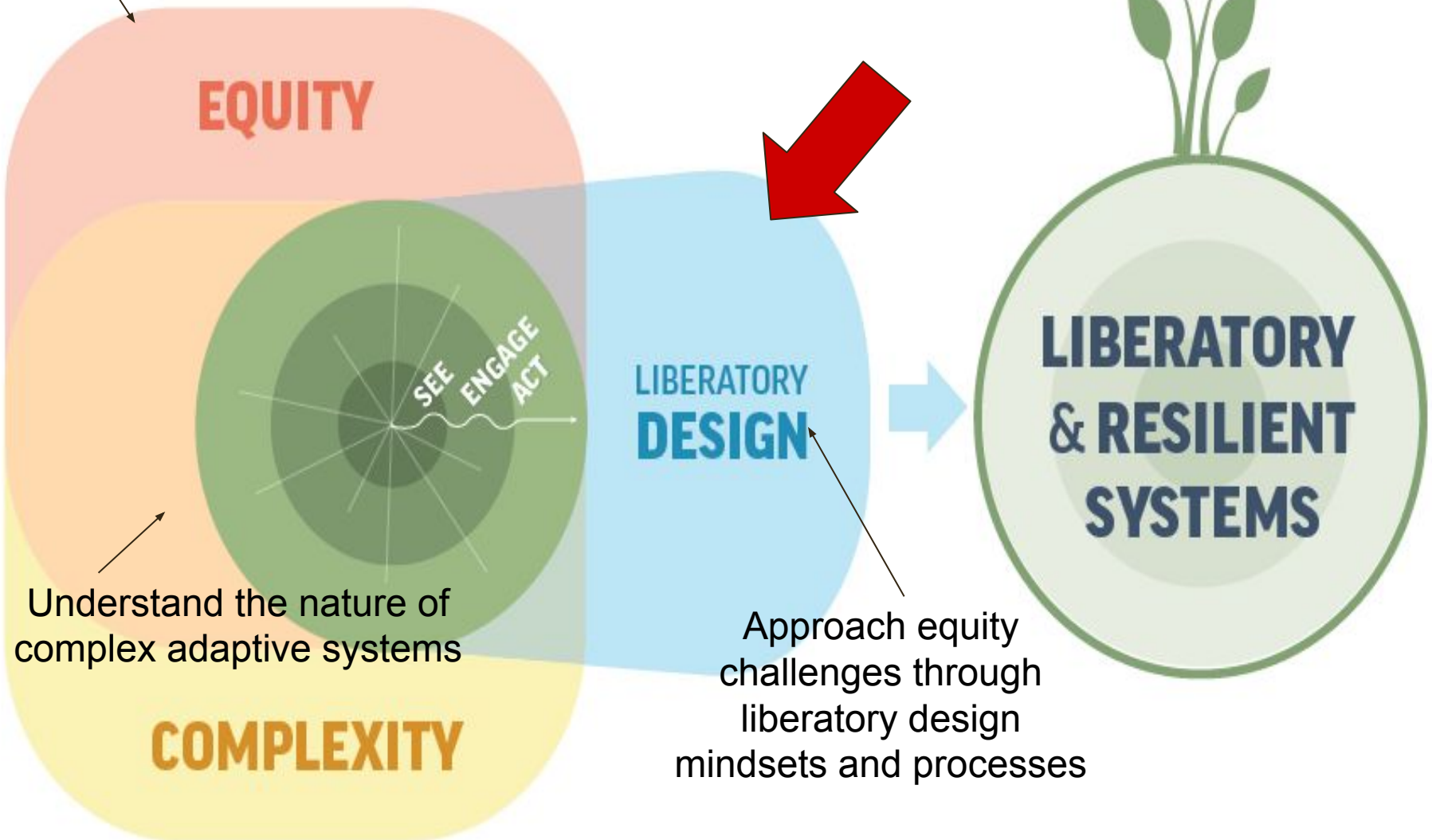
We are living in complex times and are part of complex systems.

Our past experiences and training may not have sufficiently prepared us to understand and respond to these systems in our role as equity leaders.



LEADING FOR EQUITY FRAMEWORK

Develop equity consciousness
and commitment





**Equity + Complexity +
Design**



ONE WAY TO THINK ABOUT EQUITY

Equity is the state that would be achieved if success was no longer predictable by any social, cultural or economic factor - even as we navigate this extended moment of the pandemic.

AND

Equity is not just an outcome; it is also a liberating process.

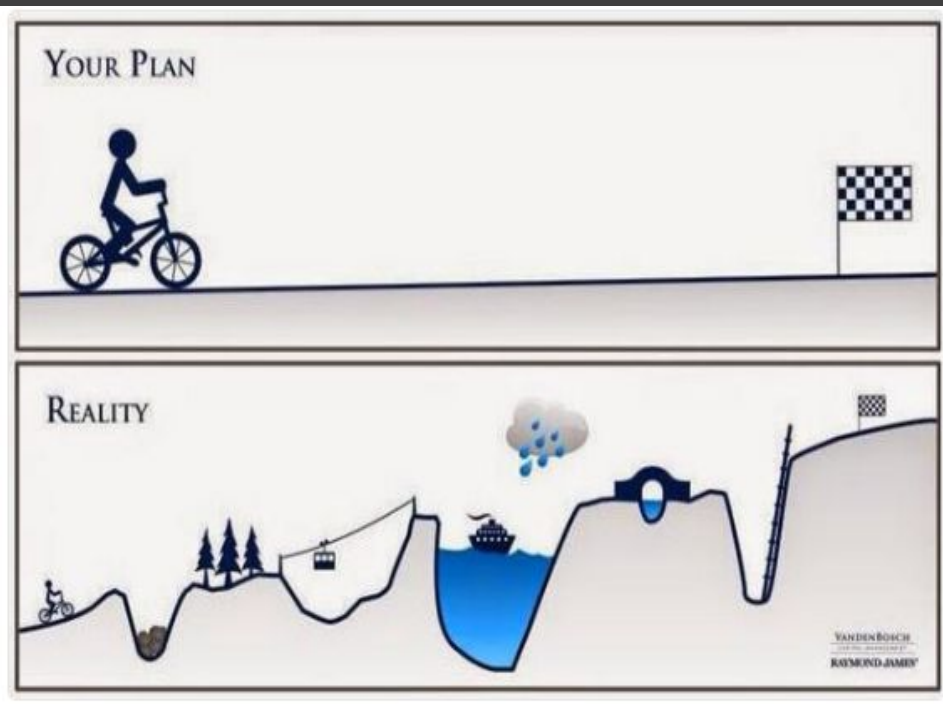


Complexity Lens

The complexity of realizing positive change is visceral now

With the current state this unpredictable and distressed, we can't rely on traditional planning efforts or leadership moves.

Using a complexity lens requires us to understand our situation (probe) and determine our approaches and moves accordingly (sense) and then take and reflect on an action (respond)





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.

Design Lens

We need liberating (not oppressive) approaches to design for equity amidst often overwhelming distress and complexity.

