



Sharing Space

- This is a supportive space
- There is room for everyone
- Listen, Reflect, Share
- Your voice is valued. Your presence is appreciated
- Honesty is brave & will push you forward. We celebrate honesty
- Do not share each other's ideas,
 contributions, or narratives outside



Practice Self-Reflection

As organizational members it may be difficult to separate organizational criticism from personal feelings

If you feel targeted, emotional, or guilty, you are personalizing the process (me), rather than receiving the information as an organizational member (role)

This is another step forward in a long process of learning, growing, and building



Spring 2023: Change & Communication

Leadership: Equity Vision and Moving Forward

Critical Challenge: Embedding Racial Equity



Communication: Threats to Power, Comfort and Resources









VISION





Your EQUITY VISION for DTCD

| What is your vision for DTCD? Describe it in detail (but short notes) | | |
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GOALS

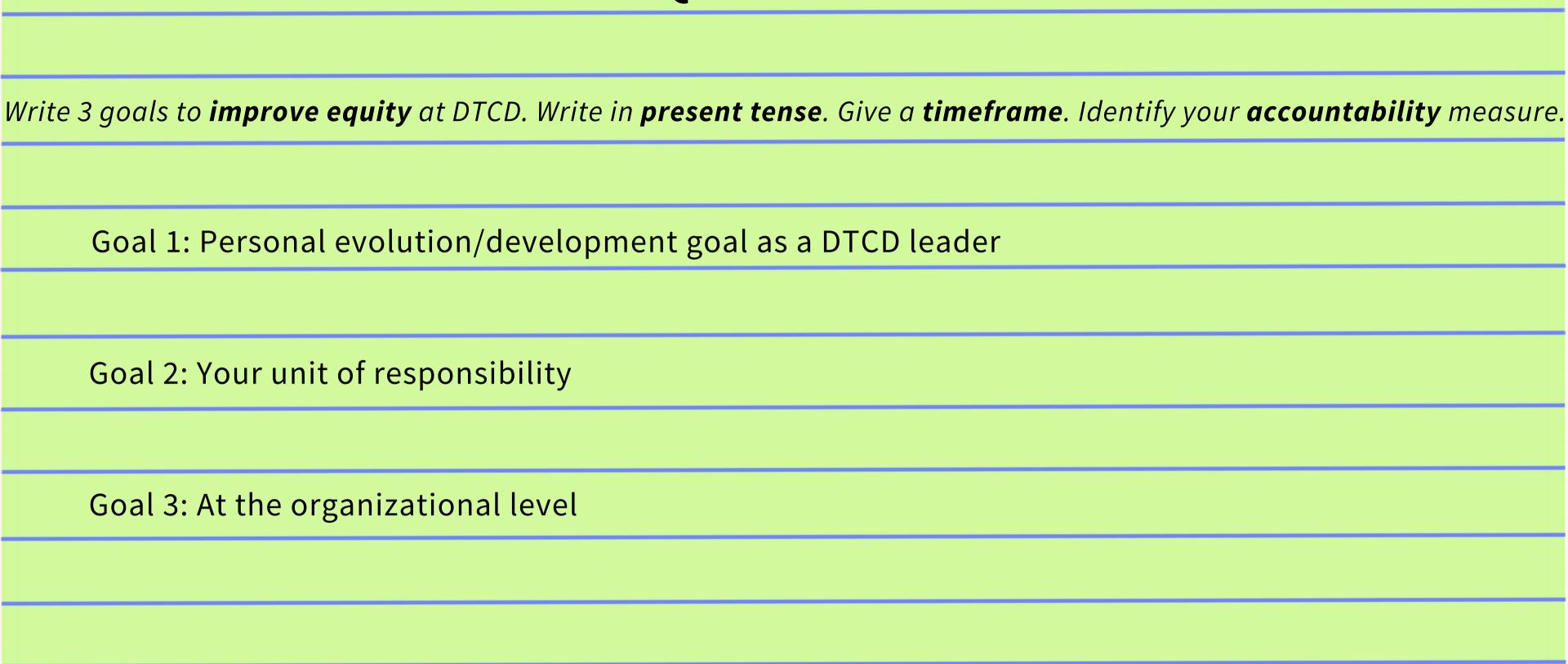
Goals are the means to achieve your vision

Goals should be measurable

Good goals have accountability built into them



EQUITY GOALS





| Visions are good for: | Goals are good for: |
|-----------------------|-----------------------------------|
| | |
| decision-making | self- awareness |
| | |
| long-term planning | short-term planning |
| | |
| life alignment | accountability |
| | |
| motivation | lessons, adjustments, flexibility |
| | |
| skill development | empowerment |
| | |
| knowledge building | track progress W4C |
| | Work 4 Change |

BARRIERS

obstacle that prevents movement

anything or anyone who makes progress difficult

an impediment to desired growth



EQUITY BARRIERS

What do you lack to move forward in your equity work?

What additional supports do you need to navigate the equity barriers you face?



Moving Forward

Based on the conversation today, what are the key issues that need to be addressed to help you lead in a stronger, more equitable way, into the our conclusion of the learning series (Spring 2023)?



