



April 20, 2022, 9:00-11:30AM

Racial Equity Community of Practice

Session Four Agenda

Intended Outcomes

1. Continue to sharpen an equity lens.
2. Explore targeted universalism and its implications.
3. Engage in discussion on “Emergent Strategies.”
4. Engage in team discussion on focused equity actions.

Guiding Questions

How do we proceed? What stances can I take? What strategies can we employ?

Time	Content	Links & Notes
9:00 - 9:20	Opening Moves <ul style="list-style-type: none"> • Welcome Back • <i>Connections Activity: Pair Share</i> • Framing for the Session 	Breakout room prompt: <ul style="list-style-type: none"> • <i>Share a recent interaction, experience and/or an inspiration that returned you back to purpose. Why was that important for you?</i>
9:20 - 10:05	Targeted Universalism <ul style="list-style-type: none"> • Practical examples • How this informs your team time • <i>Breakout Activity</i> 	Video: Curb Cut Article: The Curb-Cut Effect (pgs 28; 30-31) Optional Reading: Targeted Universalism Primer Breakout room prompts: <ul style="list-style-type: none"> • <i>What equity challenge are you tackling? How could targeted universalism be an effective strategy?</i>
10:05 - 10:15	Screen/Stretch Break	
10:15 - 10:45	Emergent Strategy <ul style="list-style-type: none"> • Emergence • Intentional Adaptation • <i>Breakout Activity</i> • Whole Group Debrief 	Excerpt: Emergent Strategies excerpt_pg 6... Breakout room prompts: <ul style="list-style-type: none"> • <i>What concepts or principles resonate? Share a passage that resonates</i> • <i>What are the implications for you and your leadership?</i> • <i>What connections do you see to what we're up to as a CoP?</i>
10:45 - 11:20	Application Time: Team Breakouts <ul style="list-style-type: none"> • <i>Breakout Rooms: Team Time</i> 	Team Time Instructions:

	<ul style="list-style-type: none"> ● Whole Group: Collective meaning making 	<ul style="list-style-type: none"> ● <i>Review Team Time Jamboard activity from the last session</i> ● <i>Discuss what is emerging as an internal equity issue you might want to address in the Learning & Action Phase of the CoP</i> ● <i>Discuss what is emerging as an external equity issue you might want to address in the Learning & Action Phase of the CoP</i> ● <i>Discuss how targeted universalism could be applied to your equity challenge.</i> ● <i>Add ideas to the April session Jamboard</i>
11:20 - 11:30	Closing Moves <ul style="list-style-type: none"> ● Announcements, Reflections, and Next Steps ● Appreciations 	Reflection form: https://forms.gle/9PuLRjzh1BEoNRpF6