

The

WHAT

WHEN

WHO

WHERE

HOW

WHY

of

AFFINITY

Acceptance

ADVOCACY

ACTIVITY

AGILITY

Authenticity

Awareness

Assessment

Achievement

affirmation

Accountability

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AGENDA

Explore affinity group work in independent schools

Share tools, tips, & tidbits to help build and sustain effective affinity group work

Principles for Conversational Leadership &

Shared Work

HOW WILL I DEMONSTRATE RESPECT FOR THE DIVERSE IDENTITIES, EXPERIENCES, AND VIEWPOINTS OF OTHERS, INCLUDING THOSE WHO ARE ABSENT?

WHAT DO I KNOW ABOUT MYSELF THAT COULD STAND IN THE WAY OF MY DEMONSTRATING THAT RESPECT?

HOW CAN I SUPPORT AND CONTRIBUTE TO BUILDING THE SAFEST SPACE POSSIBLE FOR BRAVE AND AUTHENTIC TRUTH-TELLING FOR OTHERS AND MYSELF?

WHEN SHOULD I STEP FORWARD OR STEP BACK TO BE MY BEST SELF, OR TO CREATE EQUITY IN A SPACE FOR OTHERS TO DO THE SAME?

WHAT STANDARDS DO I HOLD THAT WILL ENABLE ME TO CONTRIBUTE MEANINGFULLY TO THE PURPOSE AT HAND?

HOW WILL I SHOW LEADERSHIP WHEN CONFLICT ARISES IN ME OR IN OUR COMMUNITY?

WHAT WILL HELP ME REMAIN IN [THIS] CONVERSATION AND WORK TOWARD UNDERSTANDING AND SHARED GOALS?



PLEASE
PRACTICE GOOD
HOUSEKEEPING



Naming & Framing

Our Process & Our Plan

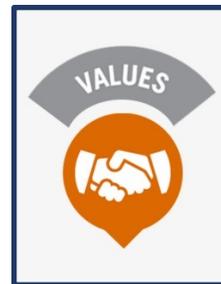
DEIJB Work in Independent Schools



Independent Schools are learning communities where ALL can bring and be their very best selves, and subsequently maximize their full potential in ways that nurture and sustain their holistic wellbeing.



I help the HoS & leadership team lead and manage the daily process of building and sustaining a diverse, equitable & inclusive teaching & learning community where all know they belong.





Our Common Language

Diversity

Equity

Social Justice

INCLUSION

Belonging

Community

HALLMARKS of Inclusion

Principle of Mutual Recognition

Show respect & recognition for others. Recognize others as different but equal. Recognize others as individuals and as members of social & cultural groups.

Reciprocal Understanding

Appreciate & value different voices, experiences, perspectives, etc. by being courageous enough to "be in community" with people whose cultures and perspectives are different, and by actively listening to others' stories, viewpoints, etc. in order to learn and understand. This is the essence of excellence and scholarship.

Standpoint Plurality & Mutual Enabling

Be open to considering many standpoints (i.e., attitudes to or outlooks on issues, typically arising from one's circumstances or beliefs) actively integrate the divergent and, in particular, marginalized voices (mutual enabling). Make sure these voices are heard and encouraged to speak up, share their ideas, thoughts, & perspectives. Enable them to participate in the ongoing process of forming common cultural realities.

Trust

Model ongoing Consistency, Compassion, Communication, (Transparency) & Competency in daily interactions.

Intercultural Moral Point of View

Cultivate/Utilize participatory (shared) & collective leadership, decision-making & problem solving processes

Integrity

Show integrity & moral advanced reasoning, especially when it comes to ethical dilemmas

Hallmarks of Inclusion

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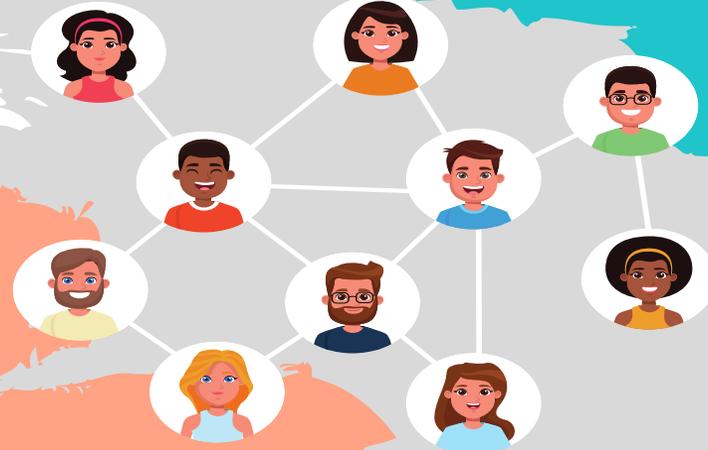
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Look for existing leverage points within the system.

Our Methodology:

Systems Thinking



A
*Systems Thinking
Approach...*

sees both the whole
and its parts

Understands how
the parts relate &
work together to
achieve a common
purpose

Remember: *Systems affect the way we feel, believe, and behave as they achieve their purpose.*

Support Programs

What PROGRAMS help us succeed?



AFFINITY GROUPS



ALLIANCE GROUPS



ACTIVITY GROUPS



AWARENESS GROUPS



ACADEMIC GROUPS



Identify DEIJB leverage points within your school's systems and utilize those to support AFFINITY group work.

Examples of Support Programs

➤ What distinguishes each program group from the others?

➤ Categorize as many of the following SPs as you can:

- GSAs
- Student Council
- Pause for the Claws Service-Learning Club
- CAFÉ (Cultural Awareness for Everyone)
- Black Student Union
- Muslim Student Association
- Math Club
- Pep Squad
- Grade Level Network Groups (Parents)
- Jewish Studies Club
- Parents Association
- Faculty/Staff Mentors
- Athletic Booster Club
- Administrative (Leadership) Teams
- Department Chairs
- Admission Committees
- Alumni Board

AFFINITY

“**Affinity**” in terms of sociology, refers to “*kinship of spirit,*” interest and other interpersonal commonalities.

“**Affinity**” is characterized by high levels of intimacy and sharing, usually in close groups called “affinity groups.”

The term “**Affinity Group**” refers to a group of people who share a common cultural identifier, such as race, ethnicity, gender, religion/faith, nationality, birth order, age, etc.

DEIJB Report Card

1. Be **ACCEPTED** & understood for who you are.
2. Learn to **ADVOCATE** for self & others through your own cultural lens.
3. Learn & practice cultural **AGILITY** as it relates to **YOUR** cultural identity.
4. Develop your **AWARENESS** of self and of others.
5. Be and keep it **"AUTHENTICALLY"** real.
6. Have your culture **and** experiences **AFFIRMED**.
7. Engage in culturally-centered, fulfilling **ACTIVITIES**.
8. Engage in healthy self & systemic **ASSESSMENTS**.
9. Engage in Self & Cultural **ACCOUNTABILITY**.
10. Maximize your opportunity to **ACHIEVE** academic, social, emotional, cultural & physical success.



Real
TALK



IT'S
GETTING
HARDER TO
IGNORE.

WHAT IS REALLY GOING ON?



**A
F
F
I
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T
Y**

ASK ESSENTIAL QUESTIONS

F_{eel out} THE SYSTEM

FACILITATE ≠ PARTICIPATE

INFORM! INFORM! INFORM!

NORMALIZE & NUTURE

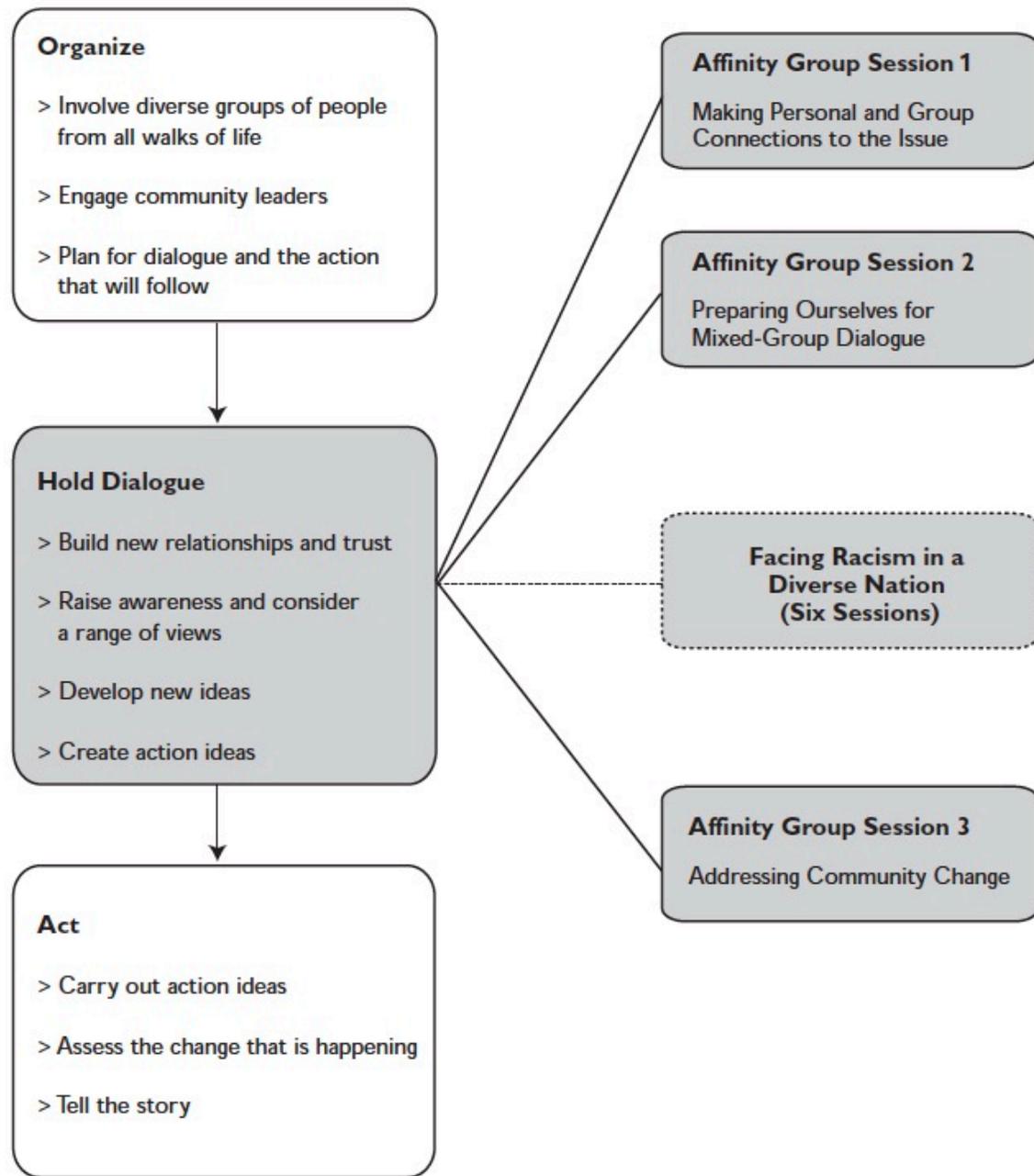
INDIVIDUAL AND INSTITUTIONAL

TRANSCEND & TRANSFORM

YIELD & UTILIZE DATA

Study Circles Resource Center

Example of Affinity Group Work in Practice



What's on your mind?



WE ARE
Stronger
TOGETHER

Let's stay connected!

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