A trauma-informed/ healing-centered leader…

- Sees and understands trauma and its diverse impacts; builds pathways for connection, healing, positive change, & wellbeing.
- Recognizes signs of racial trauma in staff, students, families, all community members.
- Integrates an appreciative (rather than deficit-oriented) approach to trauma into policies, procedures, curriculum, professional development, assessment.
- Understands the range of complex ways social identities and histories shape trauma including racialized and inter-generational trauma; seeks to actively prevent re-traumatization.
- Affirms the strength and resilience of individuals and groups that experience/ trauma; centralizes their voices, priorities, and knowledges;
- Understands and supports post-traumatic growth.
- Creates organizational conditions and professional development opportunitie: for practicing emotional regulation, non-violent communication, conflict resolution, racial stress navigation skills, and resilience-building.

(Ravitch, 2020)

Cultivate a leader equity vision: pairs (25 mins)

Vision: What facets of your equity learning should be included in your equity vision?

Goal: Specific goals within the vision (2-3 focal goals)

Context Needs: Organizational dynamics and norms, stakeholder needs, traditions and challenges?

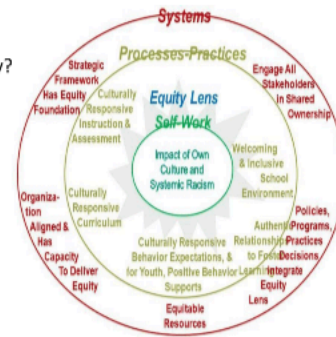Skills: What skills do you and those around you need to pull this off?

Deliverables/Impact: What are you looking to change in relation to equity?

Outcomes: What will results be for equity practice, programming, and policy?

Expectations: What expectations guide this equity vision/process?

Return to large group:
Share in, discussion, idea harvesting (15 minutes)

Group visioning (Breakouts, 25 min)

1. How do you prepare to lead with intentionality going into the summer and next school year?

2. What can you do to be a healing-centered leader (Ginwright, 2018)?

3. Each group shares 1 highlight with context specifics. (20 min)

"Liberated relationships are one of the ways we actually create abundant justice, the understanding that there is enough attention, care, resource, and connection for all of us to access belonging, to be in our dignity, and to be safe in community."

ADRIENNE MAREE BROWN,
PLEASURE ACTIVISM