

# MIRRORS, WINDOWS AND EQUITY

A **Reflective** Workshop on Courageously Shifting Leadership Practices

CASSA conference, "Leadership from Coast to Coast to Coast"  
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CASSA-ACGCS



# My identity...





# Reflecting on Identity

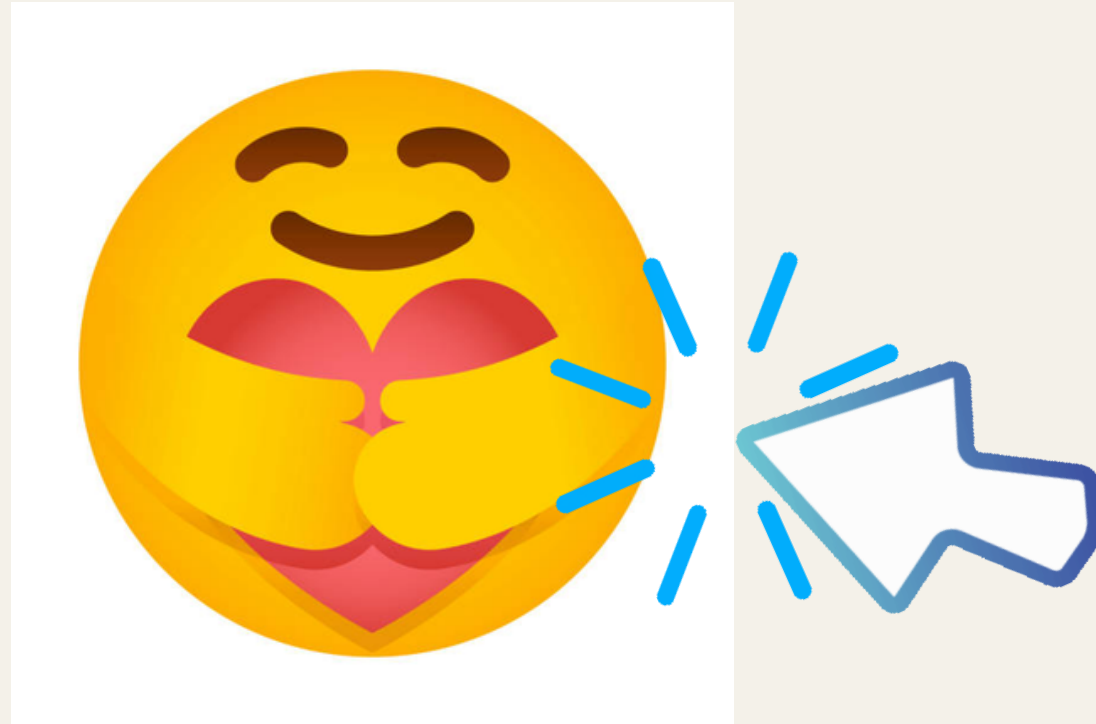


This conference session will provide a unique opportunity to REFLECT on;

- the impact of your personal identity on your leadership practices.
- developing an identity-conscious perspective that will help you to make equity-focused decisions and build more inclusive environments.



## Sensitive Content



The following guidelines may help the group work together:

- Listen with Compassion
- Right to pass/participate
- Show appreciation for sharing
  - Confidentiality
- Speak only for yourself
- Right to “ouch” ( say ‘ouch’ if you feel

something negative or threatening has been said).It is a way to voice that you are feeling unsafe.



“It takes  
a village  
to raise  
a child”







## EMPOWERING performance by UNITY...





“I see no color” is not the goal.

“I see your color and I honor you. I value your input. I will be educated about your lived experiences. I will work against the racism that harms you. You are beautiful. Tell me how to do better.”

... That’s the goal.

- Carlos A. Rodriguez



*Develop an  
identity-conscious  
approach...*







By engaging in this ongoing process of self-reflection, educators can gain greater self-awareness and enhance their ability to create inclusive and equitable learning environments for all students.

— <http://jorge-vega-73yz.squarespace.com/the-identity-conscious-educator>



# You Soup: Understanding the Intersections of Identity

Deelish!



## Ingredients:

### base & broth

- race
- ethnicity
- gender
- sexuality
- disability status



### early additions

- socioeconomic status
- geographic location
- education
- family structure



### optional

- hobbies & passions
- religion & faith
- career
- political beliefs

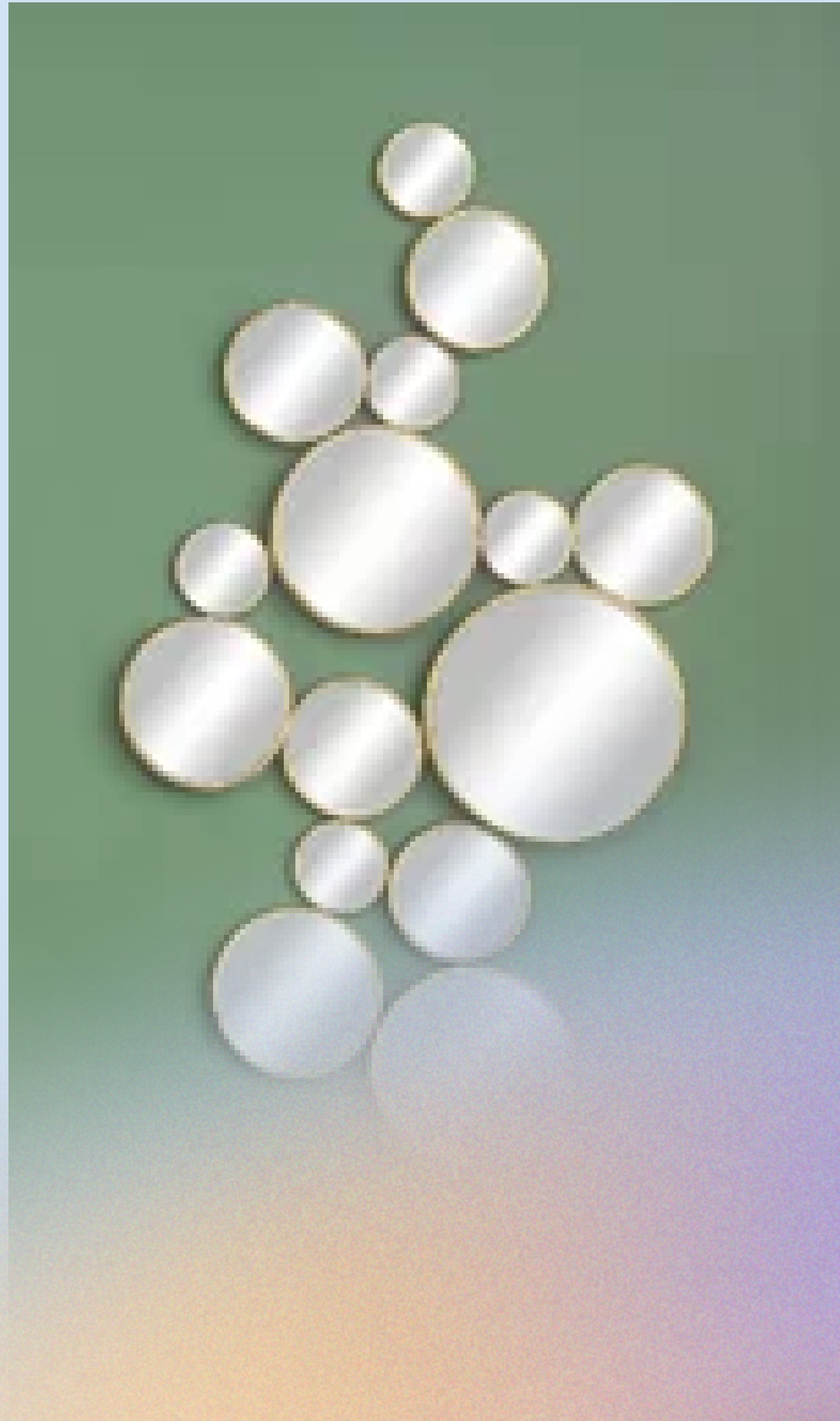


### secret ingredients

- personal experiences
- changes to other ingredients
- hidden identities
- misperception of ingredients

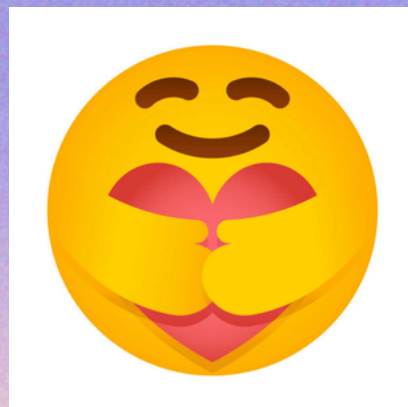






# MIRROR WORK

Your personal identity includes: race, ethnicity, gender, sexual orientation, socioeconomic status, religion, immigration status, title/position, education, body size and shape, age, spirituality, citizenship, geographic location, social status, family structure, visible or invisible disabilities, political beliefs, language(s).



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# MIRROR WORK

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## REFLECTION

In your group of two , introduce yourself, your role and your organization.

Each member of the group could take turns to share their "mirrors " with each other, describing /sharing/ reflecting what each mirror represents.

Choose two identities and share how you feel they have influenced your leadership style?

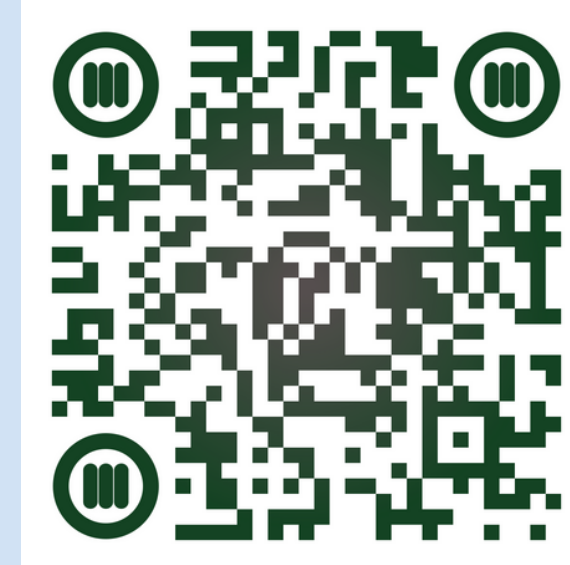
Choose an identity that you haven't thought influenced your leadership style and reflect on that now with your partner.



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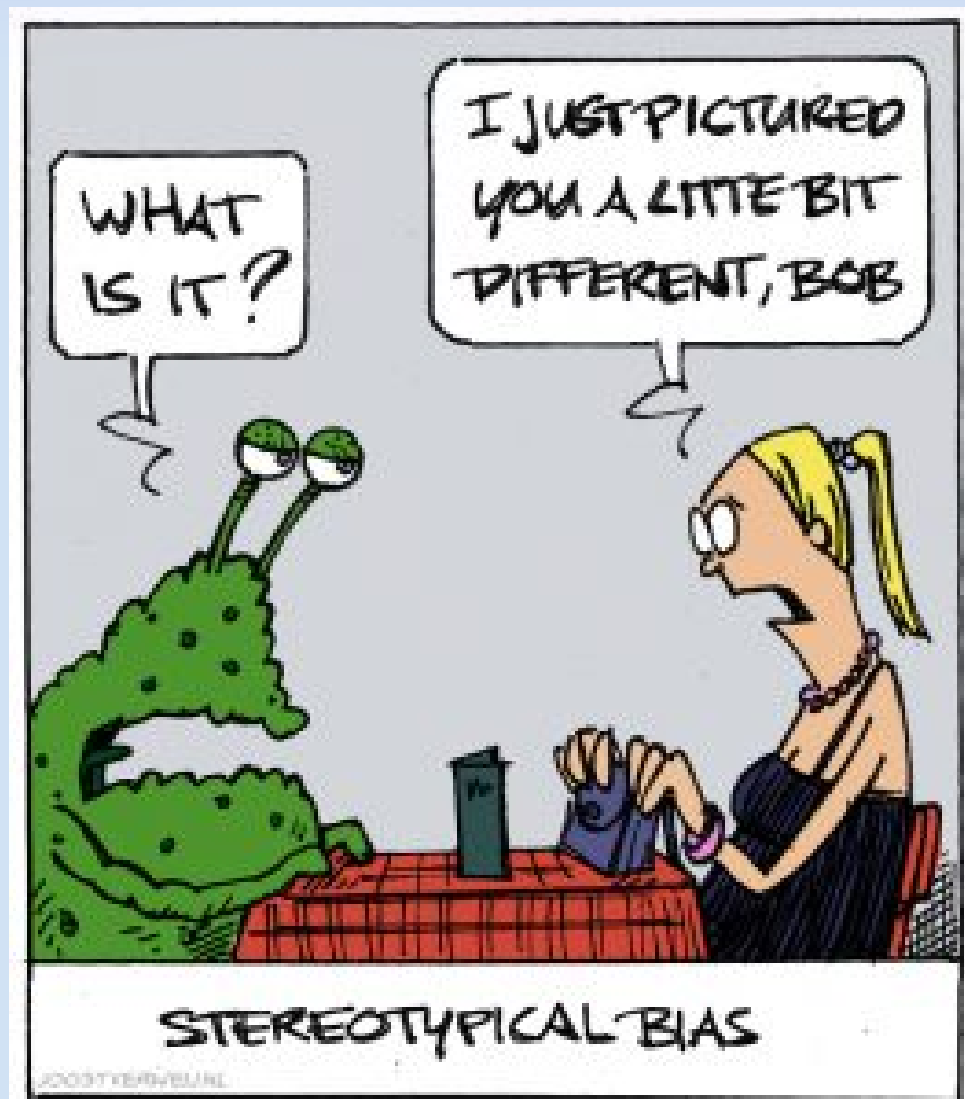
# I'm NOT BIASED



<https://implicit.harvard.edu/implicit/index.jsp>

Are you curious to know what your implicit biases are?

Learn what your own implicit biases are by taking **Harvard's Project Implicit Association Test**. You will be prompted to answer questions that describe your own self-understanding of the attitude or stereotype that the Implicit Association Test (IAT) measures.





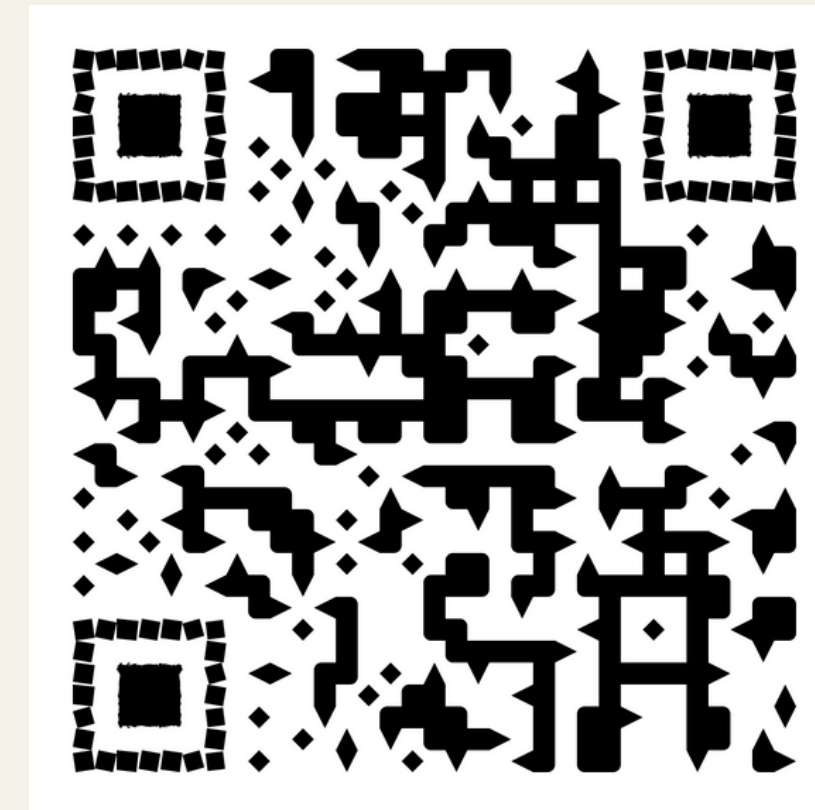
*How Privileged Are  
You?*



### **Privilege 101: A Quick and Dirty Guide**

"Privilege" is a word you'll hear often in social justice spaces, both offline and online. Some people understand the concept easily. Others – and I was like this – find the concept confusing and need a little more help. If you're willing to...

 Everyday Feminism / Sep 29, 2014





# WHEEL OF POWER/PRIVILEGE



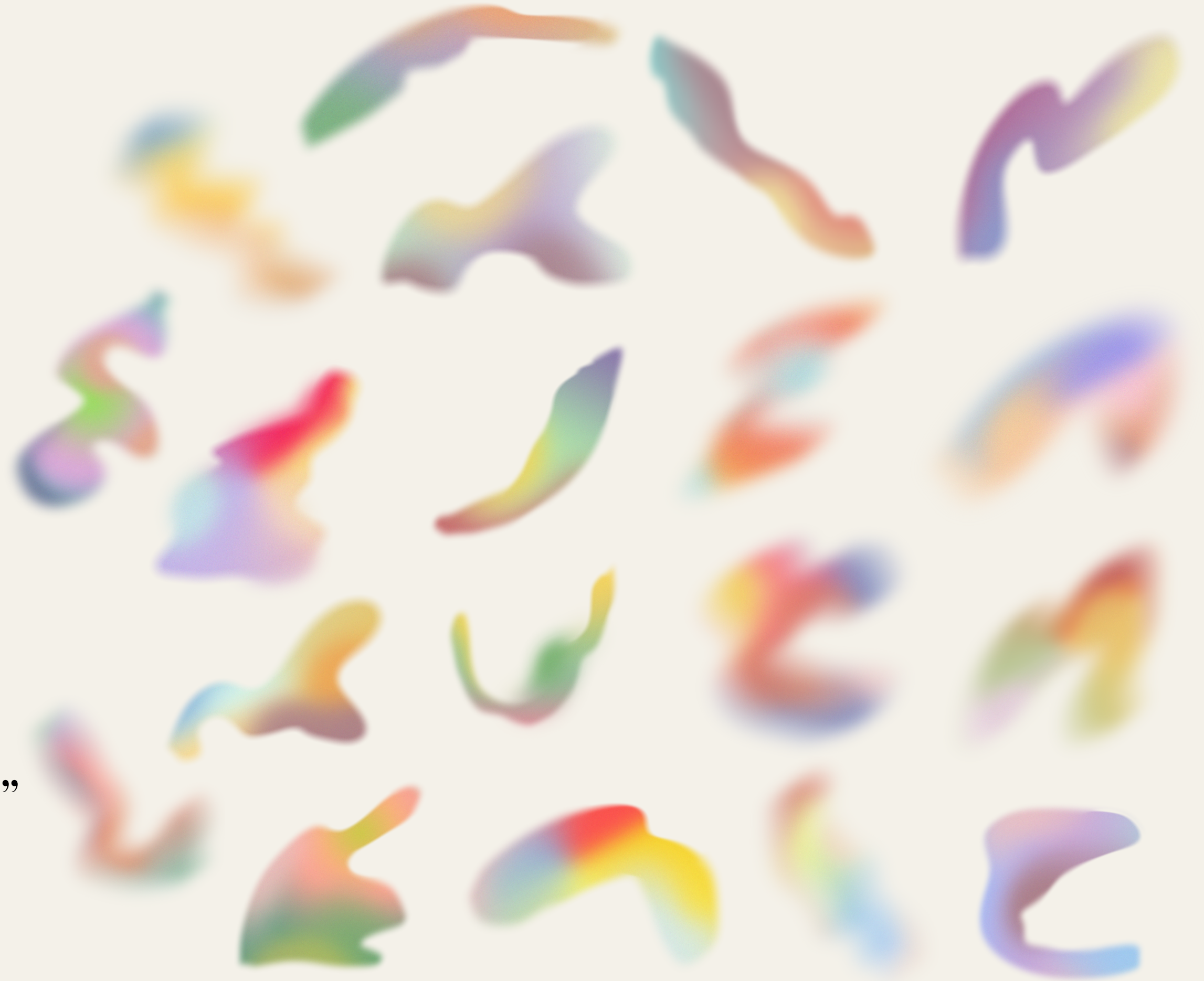
Adapted from ccrweb.ca

@sylvriaduckworth



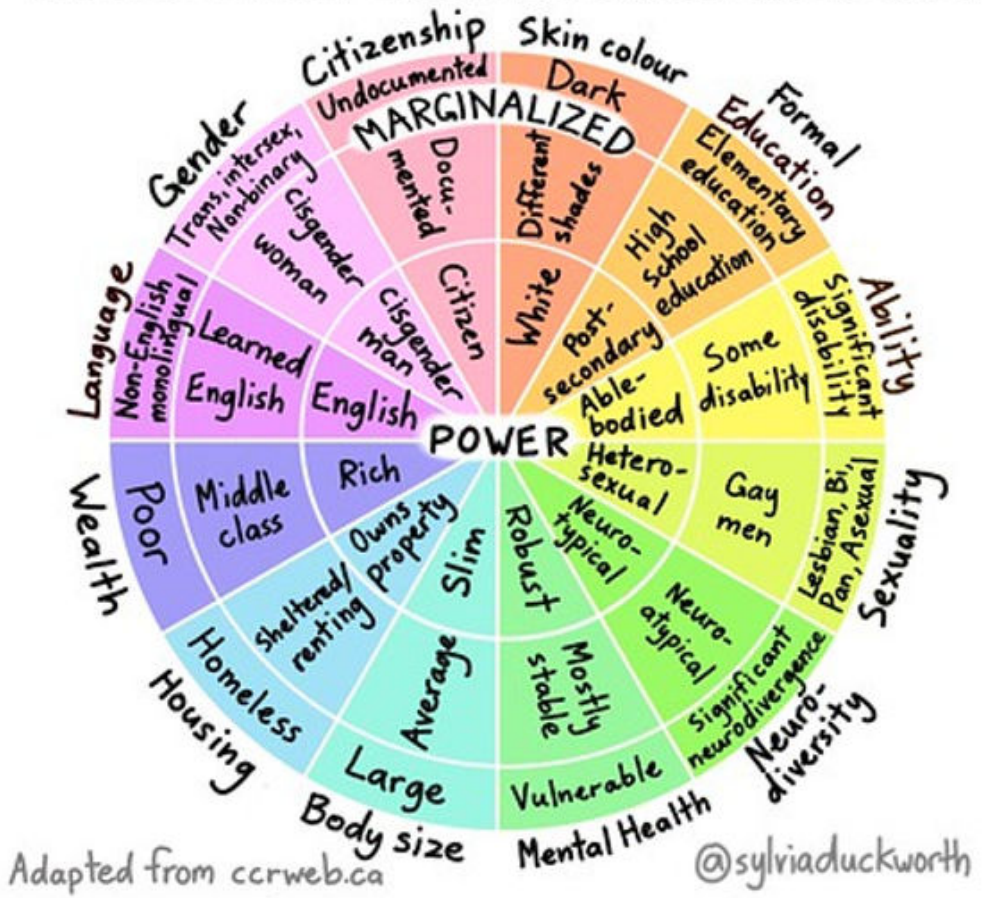
“FOR SCHOOL  
LEADERS, THERE  
COMES A POINT  
WHERE BUILDING  
EQUITY AND  
JUSTICE  
AWARENESS  
WITHOUT TAKING  
ACTION IS A KIND  
OF ENTITLEMENT.”

Paul Gorski and Katy Swalwell , 2023





## WHEEL OF POWER/PRIVILEGE



# WINDOW WORK

## REFLECTION

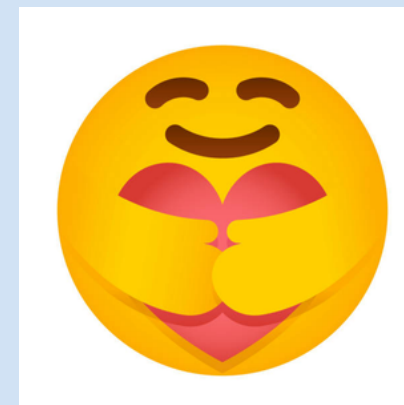
In the window, insert words to describe aspects of the **VISIBLE** identities of 3 people you have interacted with in the last week (examples of visible identity could be; disability, perception of ethnicity, race, gender, assumption of socioeconomic status, body size).

In pairs, share what you see through your metaphorical “window” with your partner. Then pick out three identities that are different from yours.

Share how your identities (from mirror work) influence your perception and interactions with each of the three different categories of identity that you picked out? (\*\*Think about the first messages you received that inform and impact your approach to others with differing identities...)

Think back to your position on the wheel of privilege and share in what ways you think that your position on the wheel of privilege influences your perception and interactions with each of three identities you picked out?

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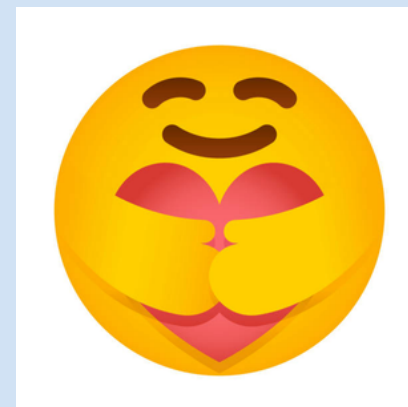
# OPENING DOORS TO CHANGE



## REFLECTION

Before you conclude today, take a moment to select two aspects of your identity that you haven't delved into or reflected upon during today's "mirror work." Consider which part of your identity you would like to explore more deeply, specifically focusing on the earliest messages you received regarding that identity. Reflect on how these messages and perceptions influence your actions and interactions as a leader and how you can be more identity-conscious and equity-focused.

[https://docs.google.com/document/d/1SaZ\\_QUr7\\_1lIO1FUg06\\_KaXZSnrf7sK1POl2il5ByLE/edit](https://docs.google.com/document/d/1SaZ_QUr7_1lIO1FUg06_KaXZSnrf7sK1POl2il5ByLE/edit)





A black and white portrait of Maya Angelou. She is wearing a beaded headband with cowrie shells, large hoop earrings, and a dark jacket. She has her hands clasped near her chin, looking thoughtfully at the camera.

“Do the  
best you  
can until  
you know  
better.  
Then when  
you know  
better, do  
better.”

– *Maya Angelou*

A collection of colorful, abstract, brushstroke-like shapes in various colors (red, orange, yellow, green, blue, purple) scattered across a white background.

Do it for the  
VILLAGE...



# Sources

Chism, D. (2022) Leading your School Toward Equity. A Practical Framework for Walking the Talk. ASCD. Arlington, VA.

Gorski, P. and Swalwell, K. (2023) Moving from Equity Awareness to Action. Educational Leadership, ASCD, May edition (p20-27).

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Access the Presentation Here:

