“When we allow ourselves to be shielded and disconnected from those who are vulnerable and disfavored,” we lose our effectiveness, but “proximity is a pathway through which we learn the kind of things we need to know to make healthier communities.”

Bryan Stevenson
4 I’s of Oppression

- Ideological Oppression
- Institutional Oppression
- Internalized Oppression
- Interpersonal Oppression
Ideological Oppression

A system of beliefs or ideas
Institutional Oppression

Using the laws, the legal system, the education system, public policy, media, political power, etc... to maintain ideology
Interpersonal Oppression

The idea that one group is better than another and has the right to dominate/control the other.
Internalized Oppression

The oppressor doesn't have to exert any more pressure, because we now do it to ourselves and each other.
4 I’s of Oppression

- Ideological Oppression
- Institutional Oppression
- Internalized Oppression
- Interpersonal Oppression

Relationships

Beliefs and Values

Systems, Political Power and Policies

Structures and Practice
Table Talk

• What resonates?
• As you think about your local equity efforts, what are you actively addressing (4 I’s)?
• What aren’t you tending to?
• Where are your challenges?
• Where might you need to take some actions?
Leadership and Governance

1. Take a moment and quietly read through the rubric
2. Rate your team, your community
3. Share/Discuss your ratings with a colleague or your team
4. Identify your top 1 or 2 priorities
“You know the adage “People resist change.” It is not really true. People are not stupid. People love change when they know it is a good thing. No one gives back a winning lottery ticket. What people resist is not change per se, but loss. When change involves real or potential loss, people hold on to what they have and resist the change.”

- Ronald Heifetz
SCARF

STATUS
Our relative importance to others

CERTAINTY
Our ability to predict the future

AUTONOMY
Our sense of control over events

RELATEDNESS
Our sense of safety with other

FAIRNESS
Our sense of fair exchanges between people
Table Talk

- What resonates?
- As you think about your local equity efforts, what are you actively addressing?
- What aren’t you tending to?
- Where are your challenges?
- Where might you need to take some actions?
Team Time
Thank You & Questions

Julie Koenke
jkoenke@ConnectEDNational.org

ConnectEDNational.org
facebook.com/ConnectEDNational
@connectEDorg