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LEAD WHERE YOU STAND



ENACTING & ENABLING EQUITY

DR. RONALD GONZALEZ



Informed I.D.E.A.:

Inclusion, Diversity, Equity & Access

Norms for open dialogue

- Take a stand – through inquiry
- Be Reflective, not reactive
- Listen, engage, dig deep, disagree
- Disagreement/dissent/descent
- Seek to understand
- Respect the emotional intelligences

IDEA Word Association

- Equity
- Diversity
- COVID
- Post-COVID
- Access
- Trauma
- SEL
- Advocate
- Power





IS THE WORLD READY FOR EQUITY?

This is **America**

[The Official Video](#)



Theories & Practices

- Culturally Relevant Teaching (CRT)
 - Black/African American Students struggle from the effects of systemic racism;
 - Large numbers of Economically Disadvantaged Students are minority and from underserved social settings.
 - CRT: “Racism is normal, not aberrant, in American society” and, because it so enmeshed in the fabric of our social order, it appears both normal and natural to people in this culture. ~ *Ladson-Billings 1999*
- The overall goal of a critical race theory in teacher education focuses on the work of progressive Teacher Educators of Color and the Fellow Travelers who are trying to develop a pedagogy, curriculum, and research agenda that accounts for the role of race and racism in U.S. education and works toward the elimination of racism as part of a larger goal of eliminating all forms of subordination in education. ~ *Solorzano 1997*
- Poorest performing students are economically disadvantaged students and minority students in poor urban and rural areas. ~ *Gonzalez 2020*



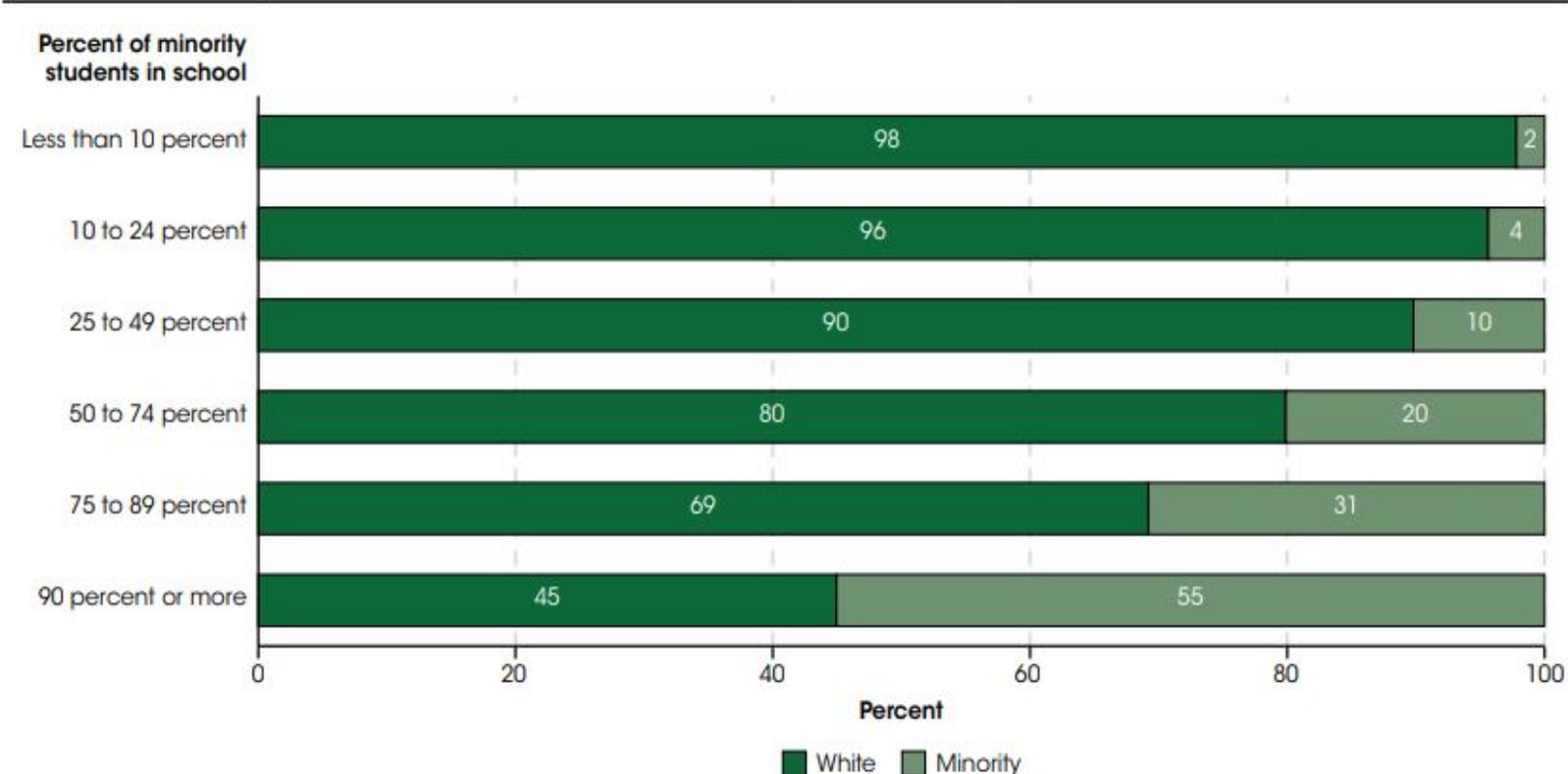
National Diversity Demographics

- 2020 Census showed a decrease among white population by 8.6% since 2010
- Multiracial increased from 9 million in 2010 to 33.8 million in 2020 - 276% increase
- By 2044, groups formerly seen as “minorities” will reach majority status
- By 2065, the U.S. Population will not have any single ethnic or racial majorities
- By 2025 Millennials are predicted to make up 75% of the workforce
- 44.2% of Millennials classify themselves as non-Caucasian
- Millennials are 16% more diverse than Baby Boomers
- Racially & ethnically diverse companies are 35% more likely to perform better
- Diverse teams are 87% better at making decisions



National Race & Ethnicity Trends

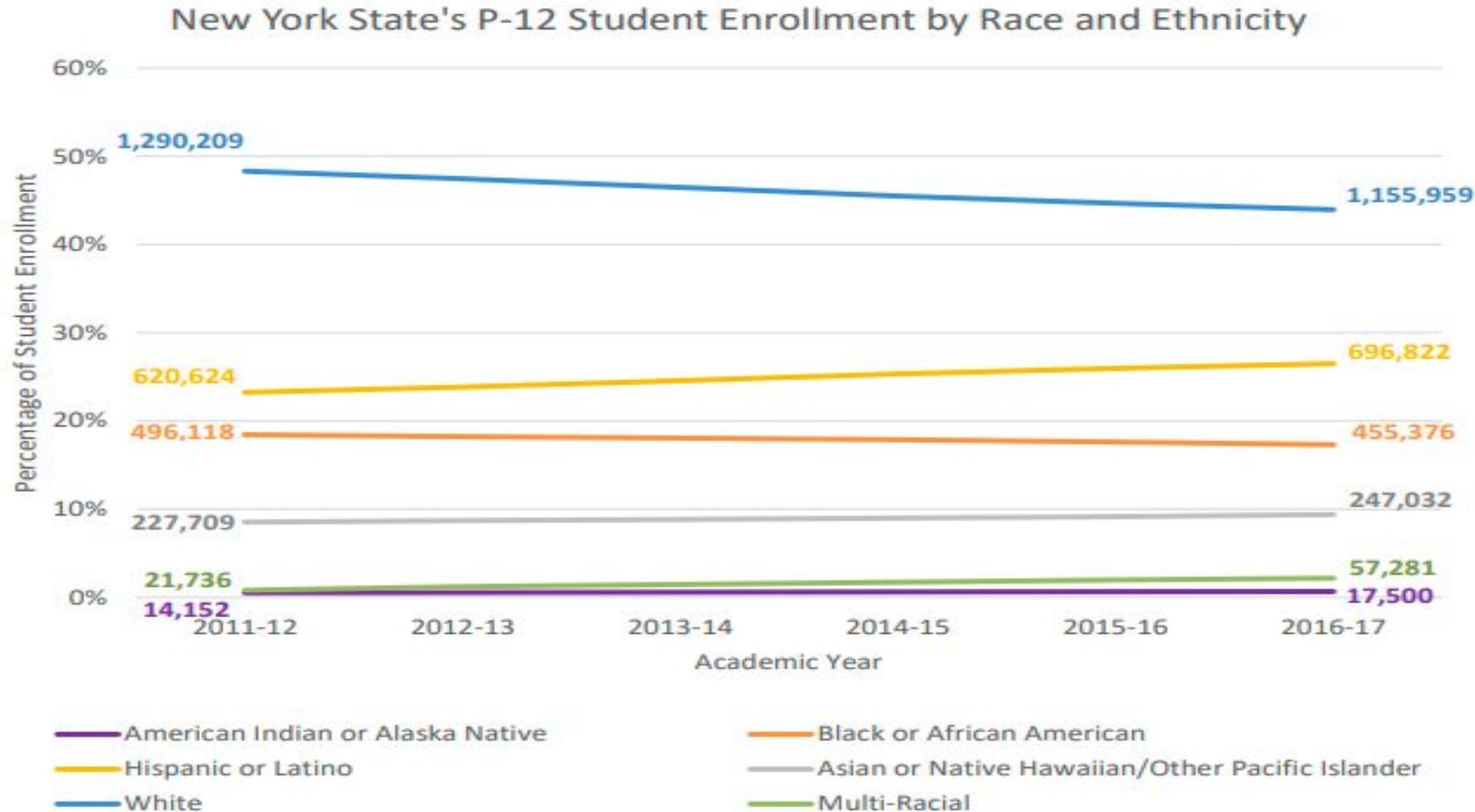
Figure A.2. Percentage distribution of teachers in public elementary and secondary schools, by percentage of minority students in school and teacher minority status: School year 2015-16



* Statistics recorded in: Status and Trends in the Education of Racial and Ethnic Groups 2018
Institute of Education Sciences, National Center for Education Statistics, U.S. Department of Education



NYS P-12 Public Education Student Data



* Statistics recorded in: Status and Trends in the Education of Racial and Ethnic Groups 2018
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The Workforce

- Only 1% of Fortune 500 companies have African American or Black CEOs
- 6.6% of all Fortune 500 companies have women as their CEOs
- African Americans are 50% less likely to receive callbacks compared to white candidates.
- 41% of managers are “too busy” to prioritize diversity
- Only 3.2% of Fortune 500 Companies release race & gender data



The Washington Post 
@washingtonpost



Black workers, who make up only 6 percent of the sector, have found most of the 55 nooses reported at 40 work sites since 2015, a Post analysis has found



[washingtonpost.com](https://www.washingtonpost.com)

Dozens of nooses have shown up on U.S. construction sites. The culprits rarely face



National Leadership Roles

- From 1870-2020:
 - 162 African Americans (146 Representatives and 6 Delegates) elected to the House of Representatives
 - Only 9 African Americans in the US Senate
 - 1 to have served in both chambers
- *NY TIMES (May 2020): African-Americans Are Highly Visible in the Military, but Almost Invisible at the Top*
- As recent as 2015-2016 women made up 76% of teachers, meanwhile, 70% of high school principals across the country are male.
- 44 – Barack Obama inaugurated 2009 (220 years after our 1st President)

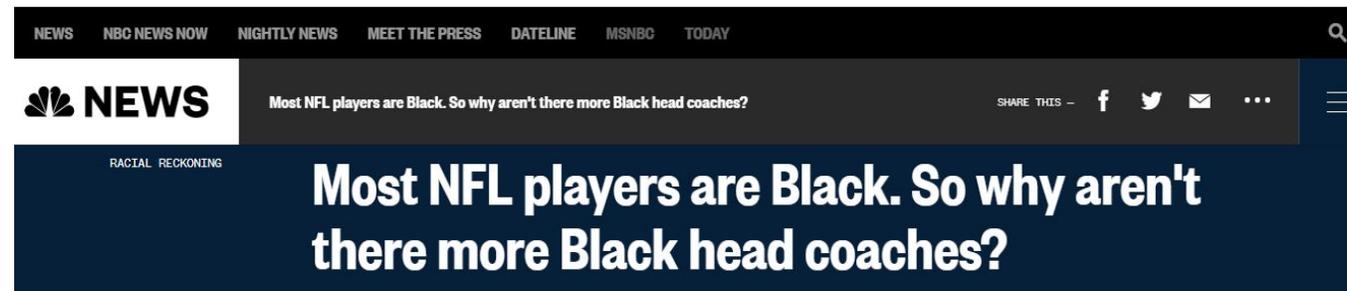


Professional Sports Comparisons

- NBA Players/Coaches
 - 80% of players are Black African-American
 - Only 7 of the 30 Head Coaches are POC
 - 2 Black owners – with the same organization

- **NFL Coaches/Owners**

- **Rooney Rule (started in 2003)**



- **2 owners of color (1 Pakistani and 1 Asian)**
 - **3 Black Head Coaches**



Diversity & Inclusion

Diversity

- Variety; the state of being diverse
- The practice or quality of including or involving people from a range of different social and ethnic backgrounds, genders, sexual orientations, SES, etc...
- Embracing uniqueness

Inclusion

- Ensuring organizational practices reflect different groups: ethnic background, race, religion, educational background, prior “formal” training, personality
- Making safe space for thought, input & change



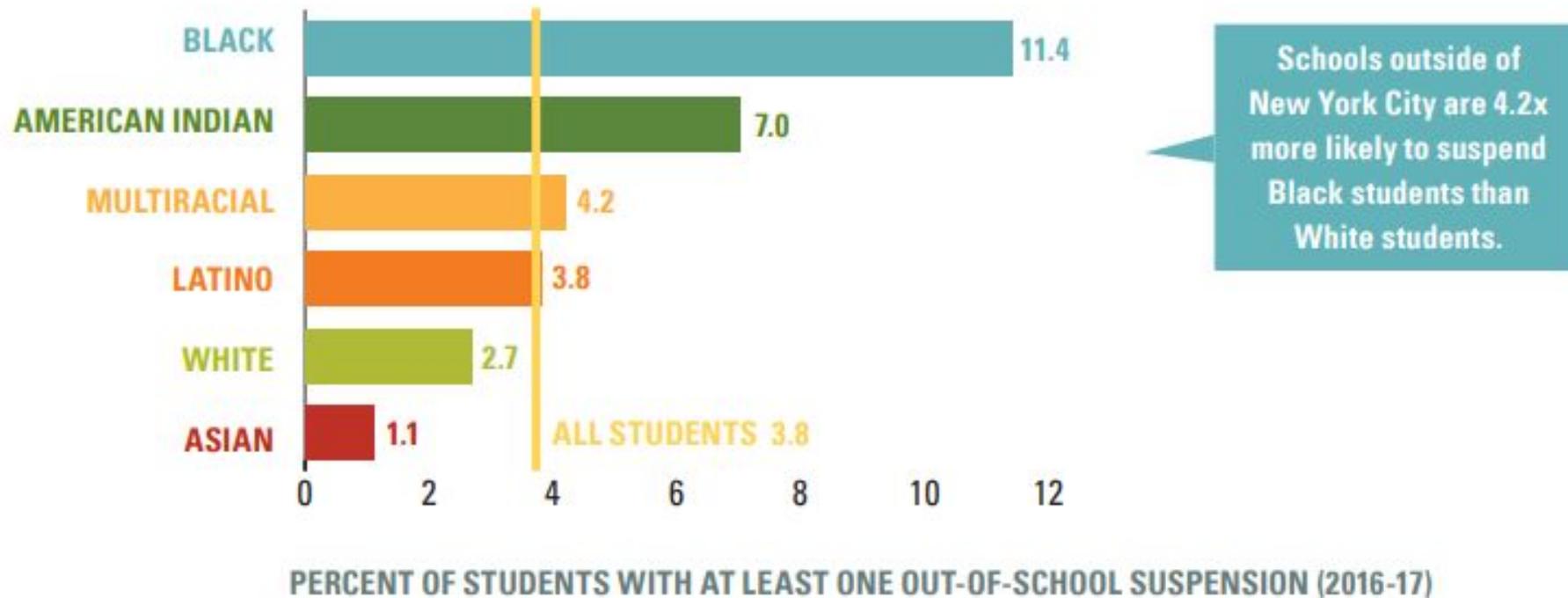
Diversity & Inclusion

- According to a survey done by [Glassdoor](#), a diverse workplace is one of the main factors potential employees take into account when considering a job.
- A diverse workplace proved important to a majority of white workers, but it was of paramount importance to minority job seekers:
 - 72% of women (v. 62% of men), 89% of African Americans, 80% of Asians, and 70% of Latinos ranked workforce diversity as important in their job search.
- **Companies with higher-than-average diversity had 19% higher innovation revenues. ([Harvard Business Review](#))**



Disproportionality

Figure 1: Percent of students outside of New York City with at least one out-of-school suspension



Source: New York State Education Department. Unpublished 2016-17 data. Analysis conducted by The Education Trust—New York.

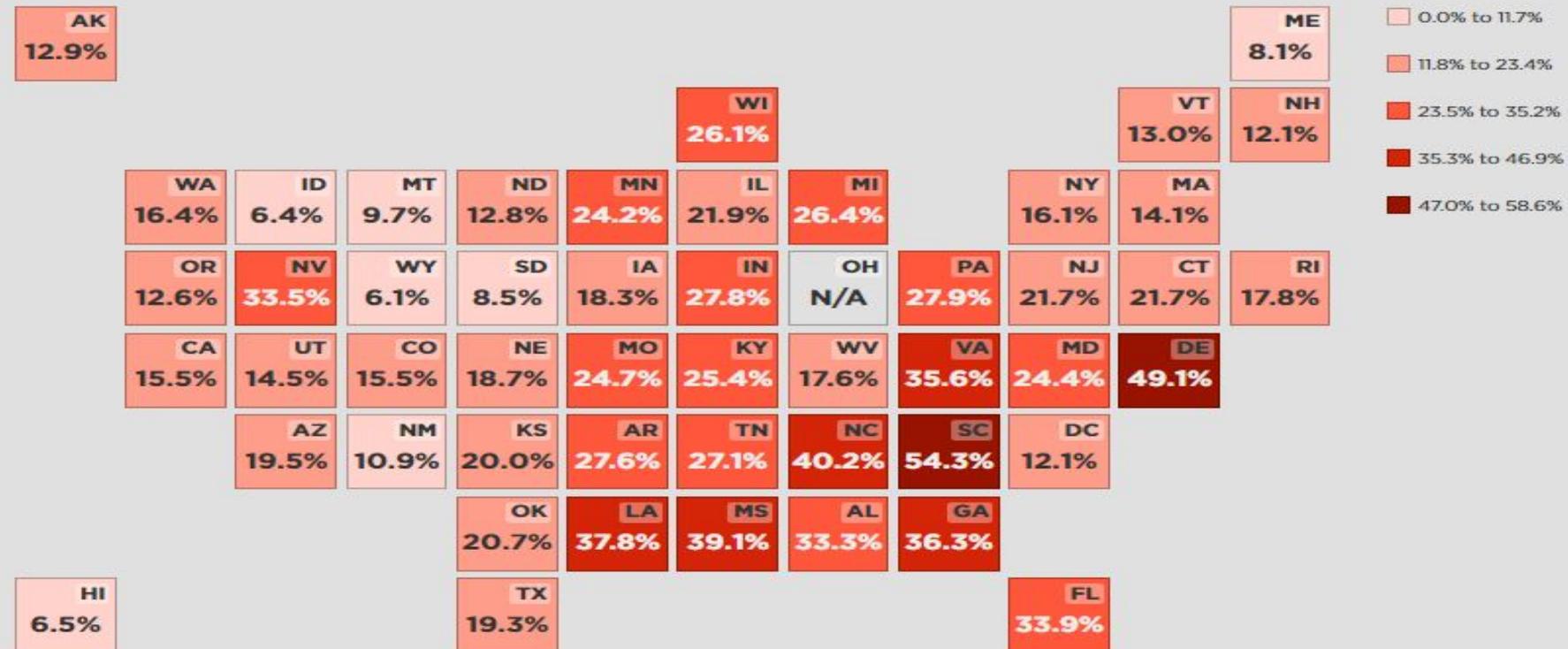


Disproportionality

While many states have made progress on reducing racial disparities in out-of-school suspensions, some still struggle

Percentage of schools with at least one white and one black student in which black students were disciplined using out-of-school suspension at a higher rate, school year 2015-16

Select one: **Black** Hispanic Students with Disabilities



* Institute of Education Sciences, National Center for Education Statistics, U.S. Department of Education



Addressing Disproportionality

If you want to lower suspension rate for students of color, stop suspending students of color.

- What do you do with this information?
 - Show students that you care
 - Suspension alternatives (ARC)
 - Rehabilitate not reprove
 - “Men”toring/F.U.N. options
 - Hire, train & retain staff
 - M.O.M.S. Initiative
 - IB/NHS/AP/Honors Representation

Develop & honor student voice

- Develop leadership roles (PAC)
- Principal’s Apprentice
- The Galvanizing Force
- Mentoring options
- Brothers of Class
- The Chivalry Cavalry
- Honor Roll & On a Roll
- Say their names - publicly



EQUITY & BULLYING

- Do you exude and exemplify anti-racist policies as a practitioner?
- Do you use Restorative Practice or Restorative Justice?
- Have you identified social factors that impact the bully and the bullied?
- Are you building tolerance or resilience?
- Do your classroom walls, halls, libraries & materials celebrate culture?
- Are your white teachers more compassionate than your teachers of color?
- Who's teaching your IB/AP/Honors courses?
- Are all of your support staff positions occupied by persons of color?



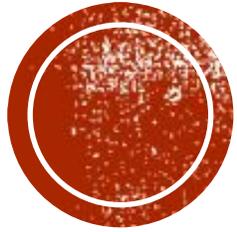
EQUITY RESPONSE IN TRAUMATIC SCENARIOS



- The theory of orange juice.
- You have to sniff out veiled racism in your organization and discard it.
- Micro-aggressions.
- What's most important?
 - Everything is important...
 - If everything is important, then nothing is important...
- The autonomic nervous system has a direct role in physical response to stress and is divided into the sympathetic nervous system (SNS), and the parasympathetic nervous system (PNS).
- When the body is stressed, the SNS contributes to what is known as the “fight or flight” response. The body shifts its energy resources toward fighting off a life threat, or fleeing from an enemy.



DECLARATION



“I AM NOT RESPONSIBLE FOR WHAT YOU THINK OF ME. I AM RESPONSIBLE FOR WHAT I THINK OF YOU, AFTER I FIND OUT WHAT YOU THINK OF ME.”

~ RONALD GONZALEZ, ED.D. ~



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