THREE KEYS TO SUCCESSFUL EQUITY IMPLEMENTATION

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The Dysfunctional Cycle of Equity Work

Within this cautionary tale…

- Where do you see your school or district?

- What red flags do you see?

Source: Belonging through a Culture of Dignity (2019) by Cobb & Krownapple
Notes
Belonging Notes
Source: *Belonging through a Culture of Dignity* (2019)
by Floyd Cobb & John Krownapple, p. 44, 51, 54
Adapted from Abraham Maslow’s Hierarchy of Needs
Indicators

Copy some of the most powerful emotions under each category.

| OTHERING  
(Dignity Violated) | BELONGING  
(Dignity Honored) |
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Dignity Notes

• Dignity is our inherent value and worth as human beings. Everyone is born with it.
• Dignity is an internal state of peace that comes with the recognition and acceptance of the value and vulnerability of all living things.

Source: Leading with Dignity (2018) by Donna Hicks
The Dignity Framework for Educational Equity

Source: