Leading for Equity Framework Overview

Leadership Stance
See, Engage & Act

Equity leadership moves from the “inside-out,” as different from traditional leadership which tends to move top-down. How we See informs how we Engage, which informs how we Act.

SEE
How we perceive the world (window) and practice self-awareness (mirror)

ENGAGE
How we “show up” and engage relationally; how we listen, build relationships and create strong “containers” for complex work.

ACT
How we design, decide, implement, learn; how we influence direction, bring focus to action, engage in safe-to-fail experiments.

Three Disciplines
Equity, Complexity & Design

Each discipline contains theory, knowledge and approaches to practice. Understanding each of these, and their interrelationships, enables leaders to frame their challenges and focus their activities.

EQUITY
Developing equity consciousness (internal and external awareness of systemic oppression and its effects) and commitment (the will to take up equity challenges).

COMPLEXITY
Understanding the nature of complex systems, distinguishing between complex versus simple or complicated problems, and developing corresponding leadership approaches that match the actual complexity of equity challenges.

DESIGN
Approaching equity challenges through the mindset of user-centered design, which shifts traditional power dynamics related to decision-making and brings forth deeper innovation and agency amidst institutionalized norms and structures.

LIBERATORY & RESILIENT SYSTEMS
Often the goal of equity work is framed as closing achievement and/or opportunity gaps. Here we emphasize a goal of developing certain system conditions—that increase its capacity to bring about more equitable outcomes and experiences.