



The ILI generates new strategies to accelerate and sustain change, so more people thrive in an ever more peaceful world.

We focus on schools and organizations because when they change, so do the systems around them. We publish ideas that invite readers to align their day-to-day lives more closely with an increasingly thriving, just, and peaceful future.

In 2023 we expanded our work in all three areas:

- Equity Scholars now drive change in seven schools;
- We developed and began to implement a new approach to driving just and equitable organizational change;
- We published our first book, and increased the reach of our newsletter.

“ This work is different. I can already see that it’s making us change.
-Organizational Leader ”

We are looking to 2024 keenly aware of the urgent need for new strategies that shift the direction of change toward more thriving and peace. We join others who see that self-righteous and punitive approaches haven’t work, and there’s no more time for that.


“ We couldn’t ask for a better partner than the ILI.
-School Board Chair ”

These pages highlight our impact in 2023, illustrated by voices of people who have experienced our approach. We finish with our ambitious plans for 2024.

We hope you’ll find reason here to continue or begin to support our work.

“ These ideas are changing the way I am in the world, and making me hopeful again.
-Newsletter Reader ”

Along with the rest of the ILI staff and Board of Stewards, I thank you.


Lucinda J. Garthwaite, Ed.D.
ILI Founder and Director

Driving Educational Equity: The Equity Scholar in Residence Program



Ensuring our schools are safe and welcoming spaces for all of our students and families is perhaps the most critical work we are undertaking right now. We can't imagine this work without our ILLI Equity Scholar, supporting and shaping our thinking and helping move us forward. We benefit not only from our Scholar, but from the ILLI organization as a whole – helping us redefine our schools so everyone can thrive.

-School District Superintendent



- 5 elementary schools
- 1 middle-high school
- 1 career & technical high school
- 150+ educators
- 1700+ students

Our partners report that our work has led to:

- Increased educator inclusive classroom practices;
 - New district-wide policies and practices;
 - Disciplinary practices leading to restoration and repair;
 - Increasing community support for equity initiatives;
 - Increasing equity practice in coaching and refereeing;
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- Increased voluntary participation in professional development related to equity;
 - New classroom practices to prepare students to be active participants in a multicultural democracy;
 - Increasing supportive behavior toward marginalized students and colleagues;
 - Introduction of inclusive practices in subjects like science, math, and health.



With the support of our Equity Scholar in Residence, we are now able to have nuanced, complex and often challenging discussions in our classrooms so that we can move to a place of more genuine belonging and inclusion.

-High School Teacher



The equity work I do with our Equity Scholar keeps me mindful of the weight that my words and actions carry, and helps me be more intentional and inclusive as I work to create equitable practices and systems in our school.

- Elementary School Counselor



Accelerating and Sustaining Organizational Change

Reframing Equity Services



I usually leave events about equity discouraged and angry, with little understanding about how to make real, systemic change in our organization, and little to offer my staff besides more training that leaves them discouraged, too. This work with the ILI gives me concrete things to do every day to change my own behavior and change our organization.

-Non-Profit Leader



Reframing Equity focuses on:

- Practical, everyday personal behavior;
- Designing and tending to systems to ensure and protect equity;
- Learning opportunities tailored to unique organizational questions and challenges.

This approach drives change on relational and systemic levels, and builds the capacity to sustain it.



For the first time in years, I feel hopeful that we can make real change here, not just say the right things but do the right things.

-Non-Profit Staff Member



Our work in organizations does double duty:

- Driving change so more people thrive in and around organizations;
- Driving earned revenue to support our work in schools and communities.



I was skeptical when we started, because this is such a different approach to equity and inclusion than I'm used to. But we're walking away with real tools to make change, and keep it happening, and that's what really matters.

-Non-Profit Leader



Publications



Another fascinating newsletter! It's often challenging, and it always makes me think. And the links introduce me to people and resources I never would have known were there. I guess the biggest thing is that it's changing me. Nothing else in my inbox does that.

-Reader Email



Newsletter
subscribers
grew to
almost 700.

Browse
archives or
subscribe

Order a
copy

Published *Bumblng Humans*:
*Reflections on
Liberatory Change.*



I've been reading *Bumblng Humans* one or two essays at a time. They're short, but they really make me think. Clearly the way we've been doing things isn't working, and I guess I'd just settled into despair. But this book is giving me hope, and new ways to be in the world.

-Reader Email



The Year Ahead

We accelerated our impact in 2023, and there's too much at stake in the country and world in the coming year for us not to continue at this pace.

In 2024 we will:

- Increase our capacity to deliver programs and services, and publish;
- Establish an earned revenue stream that will sustain our work well into the future;
- Document and publish the impact of our work, and invite institutional funders to help us expand it.

How you can help;

- Share [the newsletter](#) and encourage subscribing;
- Tell colleagues about our [Reframing Equity](#) work;
- Give copies of *Bumblng Humans* as gifts to friends and family;
- [Introduce our director](#) to potential partners and donors;
- Support us financially, especially this year, as much as you can.

In 2024 we will
secure our ongoing
capacity to
generate and
implement new
strategies for
change.

Click here to
support that
goal.

Institute for Liberatory Innovation

www.liberatoryinstitute.org

802-522-9129



Click here to email ILI
Funder and Director
Lucinda Garthwaite
with questions,
comments or ideas
about our work.



Our Equity Scholar encourages me to ask different questions, shares resources to expand my knowledge, and supports concrete actions to cultivate a climate that respects differences and drives equity in our schools.

-School District Board Chair

