



REIMAGINING
INTEGRATION
Diverse and Equitable Schools



HARVARD RIDES INTENSIVE CLINIC MARCH

TAKING ACTION FOR EQUITY IMPROVEMENT AT THE DISTRICT LEVEL

In the wake of the structural and systemic racism revealed in the COVID pandemic and the recent and continued police killings, more and more districts, and charter management organizations are eager to dismantle the racism in their own institutions.

This March, Harvard RIDES is offering a free intensive clinic for district leadership and equity teams on Monday, March 1, 2021 and Monday, March 8, 2021.

Admission is by application only, and we will select up to eight teams from districts committed to learning how to address these questions:

1. How do we work together to genuinely tackle racial inequity in our district? What do we have to learn and to do to develop a strong Personal and Team Equity Culture?
2. What should we work together on? What is a high priority, attainable goal for equity improvement that we can make this year, will be impactful, and will strengthen our equity culture?

**FOR MORE INFORMATION PLEASE VISIT
[HTTPS://RIDES.GSE.HARVARD.EDU/INTENSIVE-CLINIC](https://rides.gse.harvard.edu/intensive-clinic)**



Application:

Although the sessions are free of charge, to maximize the impact of this Clinic, admission is by application only. It is open to all districts who can put together diverse teams that are committed to full participation in all aspects of the work.

We will give priority admission to teams that can commit to the following:

- Hold a team meeting before March 1st to review and discuss short assigned pre-reading.
- Attend the first session on March 1st from 12-4 PM Eastern Time.
(there will be a break)
- Hold a team meeting between March 1st and March 8th to discuss the application to the team's work.
- Attend the second session on March 8th from 12-4 PM Eastern Time.
(there will be a break)
- Hold a team meeting to process and plan after the second session.
- Attend a follow-up individualized coaching session on the week of March 8th to discuss next steps.

Please complete this short application to tell us more about your interest. Applications will close on January 15, 2021. Participants will be admitted on a rolling basis. All teams will be informed of their admission by January 22nd and will receive log-in information. Pre-session work to be completed by March 1st.



Overview of RIDES Clinic Sessions:

Pre-Session work will be provided to admitted teams.

It will require 1-2 hours of reading and approximately 2 hours for a team meeting before March 1st.

Session 1: Building a Personal & Team Equity Culture

March 1, 2021 12:00 - 4:00 PM Eastern Daylight Time with a break

The RIDES Equity Improvement Cycle brings together a key group of stakeholders (teachers, staff members, administrators and sometimes parents and students) to focus on a particular issue around equity at their districts. Before beginning the cycle, it is essential that the working group have a solid understanding and willingness to work on the personal and professional impacts of racism and develop the common definitions they need to guide the equity work and enough relational trust to be able to work together. This virtual session will introduce the idea of building a Personal and Team Equity Culture as an initial and continuing requirement for engaging in equity improvement. Participants will reflect upon each person's experiences with racial identity and racism, create a common language to discuss experiences of oppression, and create an ethos of support and challenge that will build capacity to discuss these topics with one another.

Mid-Session team work: Team can expect to meet for at least 2 hours between March 1st and March 8th to reflect on and process the PTEC-focused learning from Session 1, and prepare for the Equity Improvement Cycle focus of Session 2.



Session 2: Engaging in an Equity Improvement Cycle

March 8, 2021 12:00 - 4:00 PM Eastern Daylight Time with a break

The Equity Improvement Cycle is a model of continuous improvement focused on racial equity, where teams bring together diverse groups of stakeholders to develop a clear equity vision and use a variety of sources to gather data on how the reality in their setting differs from their vision. Teams use short recursive improvement cycles that enable them to keep their eyes on the big picture of where they are going, while they act specifically and decisively on a particular challenge. By building in short cycle improvements on which they can make relatively quick progress, they develop a sense of shared efficacy. This virtual session will introduce the six steps of the RIDES Equity Improvement Cycle. Participants will learn about related tools, processes, and assessments to gain a deeper understanding of how equitable practice can work in individual district communities.

Post-Session team work: Team can expect to meet for at least 2 hours after March 8, 2021 to reflect up on the Clinic and prepare for the coaching session.

Post Session coaching Each team will sign up for 30-45 minutes of post-Institute coaching with one of the principal RIDES faculty members. This will be an opportunity to consolidate the learnings from the RIDES Clinic and to plan out next steps, including what supports will help each team reach its equity improvement goals.

For questions please email rides@gse.harvard.edu