Words into action

Why schools struggle to meet the ethical challenge of living their mission in all that they do.

[... and why this is a pretty big problem for DEI & inclusion work]

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100 years and counting...

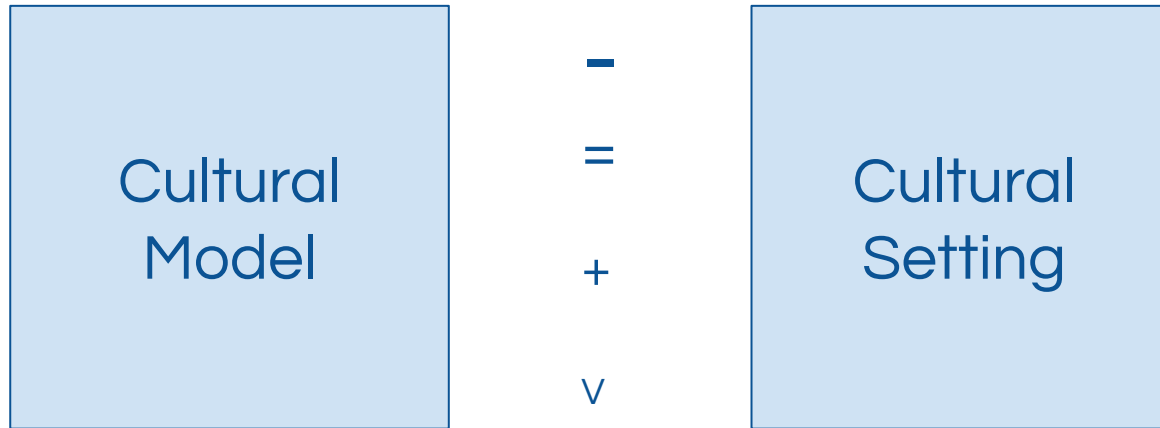14,000 schools [English lang]

6.9 million students

664,000 teachers

US$60 billion fee income

"Even the most rational approach to ethics is defenseless if there isn't the will to do what is right."

Solzhenitsyn

The Gallimore & Goldenberg Test...

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Cultural Model	- = + v	Cultural Setting

The International School of Everywhere

"We will inspire our students to achieve academic success and personal growth, with the passion to become globally informed citizens who contribute to the advancement of humanity with integrity and compassion."

Why schools struggle to meet the ethical challenge of living their mission in all that they do.

ISE Cultural Model

"We will inspire our students..."

"... achieve academic success""

" ... personal growth"

"...become globally informed citizens"

"contribute... advancement... humanity

"...with integrity and compassion."

ISE Cultural Setting

All of them? Differentiated instruction?

Are there genuine multiple academic pathways?

Can everyone bring their whole selves to school?

Are tough conversations the norm?

What are the alums _really_ doing in the world?

Are these modelled in community behaviors?

How does your school measure up?

How <u>will</u> your school measure up?

Why the model / setting disconnect?

[and why is this a problem for DEI and Belonging work]

#1 The Problem of Assumptions

#2 The Problem of Agility

#3 The Problem of Language

Coda:

100 years … and still counting.

Selected Reading

Anand, R. (2021). *Leading global diversity, equity, and inclusion: A guide for systemic change in multinational organizations*. Berrett-Koehler Publishers.

Brown, J. (2019). *How to be an inclusive leader: Your role in creating cultures of belonging where everyone can thrive*. Berrett-Koehler Publishers.

Cobb, F., & Krownapple, J. (2019). *Belonging through a culture of dignity*. Mimi & Todd Press, Inc.

Gallimore, R. & Goldenberg, C. (2001). Analyzing Cultural Models and Settings to Connect Minority Achievement and School Improvement Research, Educational Psychologist, 36: 1, 45-56

Gay, D. (2014). *The Double Edged Sword of Diversity* [Video]. YouTube. https://www.youtube.com/watch?v=qQ3iaf0omoY

Talusan, L. A. (2022). The *identity-conscious educator: Building habits and skills for a more inclusive school*. Solution Tree Press.