



Ontario Institute for Education Leadership

*Ontario Leaders Collaborating
for Student Achievement, Equity and Well-being*

STRENGTHENING EQUITY AWARENESS Core Values

ABOUT THIS LEARNING OPPORTUNITY:

This learning opportunity is designed to strengthen leaders' effectiveness in having necessary conversations about all matters related to Equity, Diversity, and Inclusion (EDI).

This is a generic resource that will be enriched by what you bring to the learning. Draw on and apply your personal identity, your lived experiences and diverse background to help ensure that the learning is culturally relevant and responsive and strengthens your equity awareness.

Although you can work through the presentation and its activities on your own, learning will be enhanced with the support of a facilitator in a group setting or with a mentor/coach. It can also be adapted for a range of professional learning contexts for diverse audiences including aspiring leaders, practicing leaders, school staff and parent groups.

FIRST THINGS FIRST: DEFINING EQUITY, DIVERSITY AND INCLUSION

Review the definitions on slide 5: **First Things First: Defining Equity, Diversity and Inclusion** of the presentation and reflect on the following:

- What if anything is missing from these definitions?

- What are some examples of Equity, Diversity and Inclusion (EDI) in a school or system setting?

WHAT ARE CORE VALUES?

- What is the relationship between personal core values and those of your organization?

- Is there alignment? Is there conflict between your core values and those of the organization? What are the possible implications?

- Why is it important for you to be aware of your own values and those of your organization?

- What are possible implications for equity, diversity and inclusion?

- Which people in my life inspire me and why?

- What do I talk about doing but never do?

- If I were to make just one radical change in my life right now to make life better, what would it be and why?

IDENTIFYING YOUR CORE VALUES

Click on the [Core Values](#) free downloadable tool to determine your top 3 values.

- Circle your top ten values
- Narrow those down to five
- Narrow those down to three
- Share your three core values with a partner.

1. _____
2. _____
3. _____

CORE VALUES INTO ACTION

Example of Core Values in action:

The best way to learn is to implement new knowledge into your practice. Over the next week, take on this Core Values challenge!

1. In your calendar, set aside 30 min
2. During this block of time, recall a difficult conversation you had
3. Review the conversation but through the lens of your Core Values and imagine a different outcome. In other words, see how you can construct a new conversation based on your core values, as indicated in the example above.
4. You can use these sentence stems as inspiration:
 - I could have shared my perspective differently by saying ...
 - I could have shown more open-mindedness by ...
 - I could have communicated my needs differently by ...

HOW COULD YOU USE YOUR CORE VALUES TO SUPPORT EQUITY?

Use the chart below to generate your thoughts.

Personal Core Values	Organization Values (espoused)	Organizational Values (in practice)