



Ontario Institute for Education Leadership

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

STRENGTHENING EQUITY AWARENESS

PERSONAL AND SOCIAL IDENTITIES

ABOUT THIS LEARNING OPPORTUNITY:

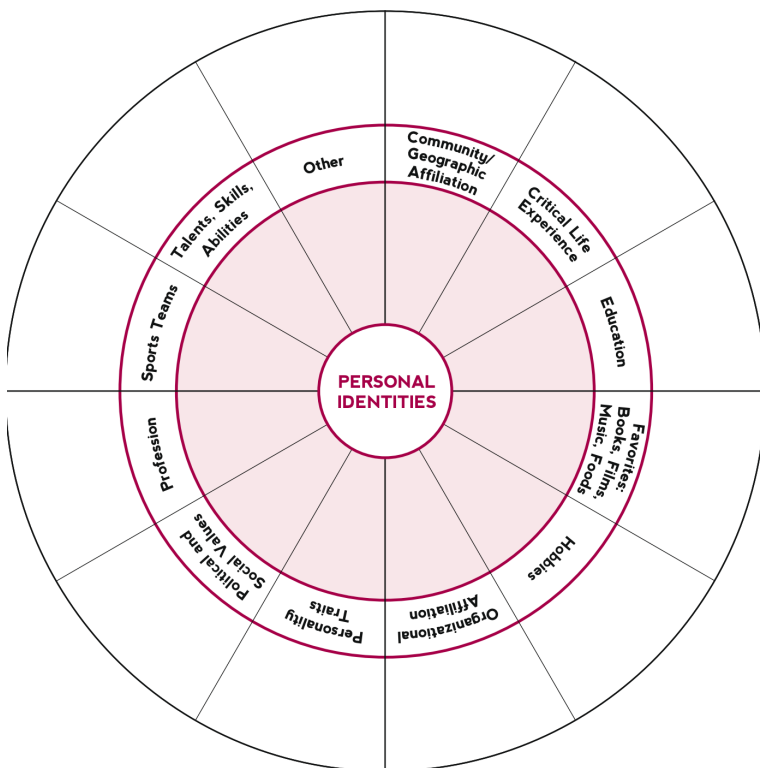
This learning opportunity is designed to strengthen leaders' effectiveness in having necessary conversations about all matters related to Equity, Diversity, and Inclusion (EDI).

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.

EXPLORING YOUR PERSONAL IDENTITY

Fill in your identity for each of the categories listed. In the inner circle, record the identities that are the most important or salient to you. In the outer circle, record the identities that are less important or salient to you.



Adapted from Arizona State University
AAUW [Diversity and Inclusion Tool Kit](#)

REFLECTIVE QUESTIONS:

1. In completing this wheel, consider the following questions:

a. What did you inherit?

b. Which did you choose explicitly?

c. What may have been imposed on you?

d. What gave you the most pride and satisfaction?

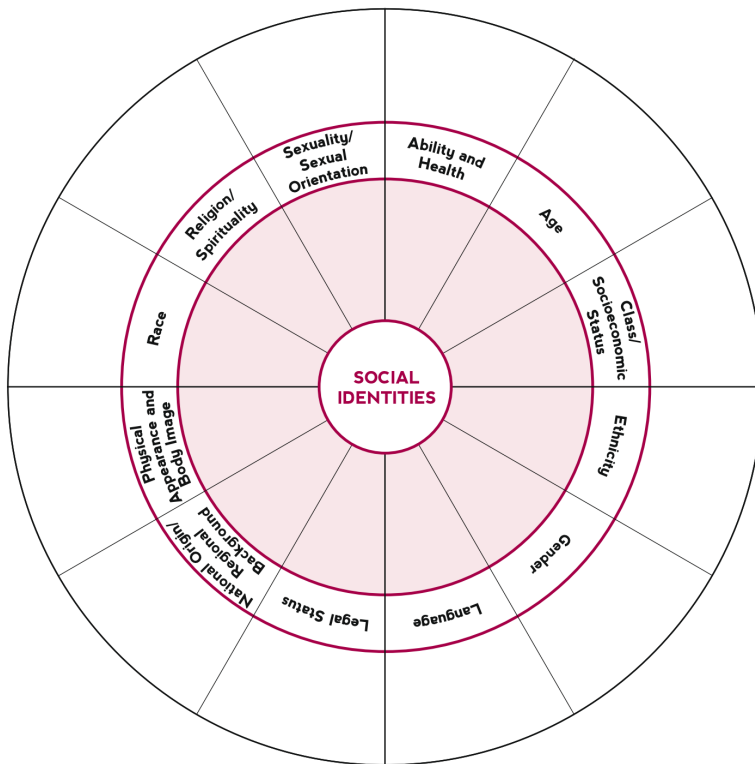
2. What impact do your roles have on how you view your personal identity?

3. What identities are the most important to you? Why?

4. In what ways do these identities impact your leadership?

EXPLORING SOCIAL IDENTITY

Fill in your identity for each of the categories listed. In the inner circle, record the identities that are the most important or salient to you. In the outer circle, record the identities that are less important or salient to you.



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REFLECTIVE QUESTIONS:

1. Which aspects of your social identity feel especially meaningful to you and why?

2. Which aspects of your social identity don't feel as meaningful to you and why?

3. Are there any that you hadn't thought of before today, and if so, why do you think that is?

4. What experiences have you had that make the identities in your inner circle more salient to you?

5. What experiences have you had/not had that make the identities in your outer circle less important or salient to you?

6. How do your identities influence your sense of belonging?

REFLECTING ON YOUR PERSONAL AND SOCIAL IDENTITIES

1. What are the implications of your personal and social identities on leading for equity, diversity and inclusion?

2. What aspects of identity would you like to change? And why?

3. How do your identities affect your everyday life?

COMMITMENT

Once you better understand your personal and social identities, how can this knowledge support how you approach necessary conversations about equity, diversity, and inclusion to ensure everyone has a voice?

Starting tomorrow, ONE ACTION I can take to ensure everyone's voice is heard is
