



About the facilitators

This professional learning series will be facilitated by The Gemini Group, LLC. The Gemini Group is a Colorado company that works nationwide, assisting governments, state agencies, legislators, educational institutions, and for-profit and non-profit organizations reach their organizational and leadership goals. They focus on helping groups achieve not only a greater understanding of the foundation and dynamics of racial equity, but more importantly, how to implement equity to reduce disparities in communities and improve outcomes for all residents. The sessions are designed with an understanding of adult learning, via highly interactive sessions, significant small group work, relevant scenario-based work, and opportunities to address current issues and events. The goal is that participants leave knowing *how* to implement equity, not just understand it.

Equity for Teachers and Students: *Investigating Systemic Racism to Act for Equity in Our Schools*

Are you working to shift the culture in your district to address inequity for your teachers and student? Join us in a Professional Learning Series for District Teams.

WHAT: A professional learning series comprised of three (3) all-day sessions

WHO: District/BOCES equity teams of up to six (6) members*

WHEN: January 31, 2020; February 21, 2020; and April TBD, 2020

WHERE: Adams 12 Five Star Schools Conference Center, 1500 E 128 Ave, Thornton, CO

The Colorado Department of Education and the Colorado Education Association invite district teams to apply to participate in a professional learning series that provides powerful opportunities to reflect upon past and present manifestations of racism and inequity in policies and practices in the United States. Participants will be asked to critically examine the systematic ways in which race is endemic, not aberrational, in American society, and how various forms of privilege and power intersect. Teams will be supported to lead and create policy from an equity perspective for their districts.

About the professional learning series

This professional learning series is designed to deeply engage participants in critical reflections on the racial history of government legislation and education. Historical and current-day systematic and intentional policies and practices that build and maintain inequities will be uncovered and explored. The series builds on the premise that the ghosts of the past are foundational to where we are today.

The first session supports participants to understand multiple historical foundations of the pursuit of equity. The second session extends to specific issues in schools and districts. The third session addresses aspects of power and privilege, from institutional macro-level manifestations to individual micro-aggressions. All sessions will address values and how leaders and teams might lead and create policies within their own districts from an equity perspective.

About the application process

District/BOCES teams will create transformative equity teams. Teams can consist of three (3) to six (6) members and should be composed of individuals and leaders who have the ability to influence, advocate, and enact district policy and practice. *At a minimum, teams must include at least one (1) district leader, one (1) principal, and one (1) teacher. Teams can also include a specialized service professional, a parent, a school board member, and/or a community advocate.

APPLY TODAY!

Application details, including the application form and documentation can be found at: <https://www.cde.state.co.us/educatortalent/news>. Applications are due by **Friday, January 3, 2020**. For questions please contact Renee Lovato via email at lovato_r@cde.state.co.us.