



## DEI, ANTI-RACISM, AND TRANSFORMATIVE ARC OF LEARNING INITIATIVE

### CASE STUDY

#### OVERVIEW

As Chief Equity Programs Officer at Alliance College-Ready Public Schools, I led the development and implementation of the DEI, Anti-Racism, and Transformative Arc of Learning Initiative—a multi-year professional learning experience designed to build systemwide equity capacity across the network's 26 schools. This effort engaged over 200 leaders, including principals, assistant principals, deans, and Home Office staff. In partnership with Rev. Dr. Jamie Washington, President and Founder of the Washington Consulting Group, we co-designed and facilitated a transformative learning arc that helped leaders move from theoretical awareness to practical application of anti-racist leadership.

#### CHALLENGE

Prior to this initiative, DEI efforts across the network were happening in silos without a shared vision or consistent structure. Leaders needed more than foundational awareness—they needed a cohesive learning experience that built skills over time and translated into daily decision-making, school culture, and instructional leadership. There was also a need for a credible external partner to guide and challenge the network as it committed to long-term cultural transformation.

#### OBJECTIVES:

This initiative aimed to provide all school and central office leaders with a shared foundation for equity leadership and a structured pathway to embed anti-racist practices into their roles.

#### 1. Built a Cohesive DEI Learning Arc

- Developed a sequenced professional development model that advanced from foundational awareness to application and leadership practice.

#### 2. Engage All Leadership Levels in Ongoing Learning

- Ensured principals, APs, deans, and Home Office staff received consistent, scaffolded learning experiences tailored to their roles.

#### 3. Aligned Leadership Development with the Network's Anti-Racist

- Connected DEI learning to the broader three-year racial equity strategy, ensuring coherence across leadership and organizational goals.



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#### KEY STRATEGIES IMPLEMENTED

##### PARTNERED WITH REV. DR. JAMIE WASHINGTON FOR DESIGN AND FACILITATION

- Engaged Rev. Dr. Washington as lead facilitator to ground the arc in transformational leadership, intersectional equity, and anti-racism.
- Co-designed the curriculum to reflect the realities and needs of the Alliance network, with a focus on internal reflection and organizational change.

##### LAUNCHED A NETWORKWIDE ROLLOUT ACROSS LEADERSHIP LEVELS

- Facilitated monthly professional development sessions for all leader cohorts principals, APs, deans, and Home Office staff ensuring aligned learning across the organization.
- Centered learning on lived experience, identity, bias, systems of oppression, and the role of leadership in dismantling inequity.

##### STRUCTURED THE ARC TO MIRROR THE NETWORK'S LEADERSHIP CADENCE

- Integrated the arc into existing leadership development structures (monthly PDs and Home Office meetings) over a 3-year period.
- Ensured all leaders received consistent content while tailoring sessions to each group's role and influence.

##### CREATED CONDITIONS FOR REFLECTION, DIALOGUE, AND PRACTICE

- Included storytelling, real scenarios, and peer learning to allow leaders to apply concepts to their own schools.
- Encouraged deep personal reflection and team-based accountability conversations.

##### IMPACT & MEASURABLE OUTCOMES

- ✓ Over 200 leaders engaged in a sustained learning arc across all 26 schools and Home Office teams.
- ✓ Leaders reported increased capacity and confidence to name, address, and lead through equity-centered challenges.
- ✓ Leaders were introduced to shared language, foundational tools, and practical frameworks to begin applying equity principles in their day-to-day leadership.
- ✓ Schools and teams across the network began engaging in more consistent equity-centered discussions and reflection, supported by the tools and models introduced in the arc.



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#### ONGOING CHALLENGES & NEXT STEPS

- **Deepen Differentiated Support:** Provide role-specific coaching and follow-up to ensure learning translates into measurable outcomes across departments and schools.
- **Build a Culture of Shared Accountability:** Strengthen systems for leaders to assess progress and lead teams in equity-centered problem-solving.
- **Expand DEI Capacity Beyond Leadership:** Extend the arc model to instructional staff and scholar-facing roles to embed equity throughout the organization.
- **Measure Long-Term Cultural Shifts:** Develop tools to assess how DEI leadership development is transforming staff and scholar experiences over time.

#### LESSONS LEARNED & KEY TAKEAWAYS

- **Partnership Matters:** Collaborating with an external expert like Rev. Dr. Jamie Washington added credibility, depth, and transformative challenge to the learning process.
- **Consistency Drives Culture Change:** Monthly learning sessions over multiple years created a rhythm and expectation that equity is part of how we lead—not an initiative.
- **Leadership Transformation Is Personal and Organizational:** Equity leadership begins with self-awareness and expands through shared accountability and aligned systems.
- **A Learning Arc Is More Than Training:** Sequenced, relational learning experiences foster lasting change far beyond a single workshop.

By investing in the DEI, Anti-Racism, and Transformative Arc of Learning, Alliance built a leadership culture more capable of fostering equity-centered schools rooted in reflection, aligned in strategy, and committed to long-term change.

#### TESTIMONIAL

***Dr. Andre Lawe, Managing Instructional Superintendent***

*Prior to the work that Dr. Griffith led, Alliance's DEI work was happening in silos and lacked directionality. Dr. Debra established a clear, comprehensive, and sequential learning arc. This structured approach has ensured that equity principles are living and active across all 26 of our schools*