SUMMARY

Adams 12 Five Star Schools, located in Thornton, Colo., has established Leaders of Color, a group that provides an opportunity for staff of color throughout the district to connect with each other in an inclusive, identity-safe space.

The group meets monthly during the school year and is open to all employees of color from any role or employee group. It has grown from an average attendance of 10 employees in its first year to about 40 regularly attending participants. Feedback received from participants routinely expresses gratitude for having a space where they can be their authentic selves and connect with others as many staff members have indicated that they are the only staff of color in their building, which can feel very isolating.

RESEARCH

In the fall of 2019, an invitation went out to all administrators of color to attend a meeting to: make connections through sharing and listening and to dream about what supports and opportunities a Leaders of Color network could provide for our diverse, world-class staff and our district as a whole.

In the spring of 2020, those that expressed an interest in a Leaders of Color network were invited back to help establish the objectives of the group. Members participated in a visioning exercise based on Patrick Lencioni’s “Six Critical Questions.” Some of the common identified themes were:

- A desire for a safe space where staff could be their authentic selves
- A desire for connection with others with shared experiences
- A desire to become a voice of color
- A desire to do meaningful work in the diversity and equity field that leads to systemic change
- A desire to make the group available to all staff of color, not just those in administrative positions

ANALYSIS/PLANNING

Based on the results of the visioning exercise, three objectives were established for the group:

1. Establish an inclusive, identity safe space where employees of color can network, problem solve, and identify opportunities
2. Identify areas/topics for professional growth and development for Leaders of Color
3. Serve as a stakeholder group

Based on survey data from the first year, planning for the 2020-21 and 2021-22 school years included the following improvements:

- A formal structure with a schedule of meeting dates established in the fall
- In-person and virtual opportunities
- Email invitation to all staff of color regardless of position

COMMUNICATION/IMPLEMENTATION

An email invitation is sent out each fall to all staff of color to join Leaders of Color. The information about the group and meeting dates and times are also posted on the staff intranet (see Appendix).

For the 2020-21 school year, the group was organized into cohorts for a book study using the book “Everyday Antiracism: Getting Real about Race in School.” The cohorts allowed members to build deeper connections with others while also participating in large group discussions. This book also helped the group develop shared language around diversity and equity issues in education. In the spring, Leaders of Color was a stakeholder group in the development of a scope of work as the Five Star District embarked on hiring a consultant to perform a Racial Equity Review.

For the 2021-22 school year, participants have studied their leadership voice through GiANT’s Five Voices and have engaged in rich conversations on how their identities as people of color come into play. The group has also continued to be a stakeholder as the
district has conducted its Racial Equity Review. This has included participation in listening sessions detailing their experiences as staff members of color and the opportunity to review equity review findings and recommendations.

EVALUATION

We continue to survey the group in order to make sure we are meeting their needs and making adjustments as needed. We held a focus group in February 2022 and 100 percent of those who participated reported the 2021-22 Leaders of Color sessions have met their expectations.

The success of this group goes beyond Leaders of Color. Staff have reported feeling more comfortable embracing their race and see the empowering effect that has on their students of color. Staff of color feel seen and have a space where they feel that they truly belong. Staff members have expressed new hopes that people of color will have more opportunities for leadership positions and are feeling empowered to apply.
Would you like the opportunity to connect with other employees of color throughout the Five Star District? Join the Leaders of Color!

We strive to provide an inclusive identity safe space where employees of color can network, problem solve, and identify opportunities for professional growth and development. There is tremendous value in coming together to offer connections and support to other leaders of color. We look forward to getting to know you as we continue to build our own resilience through leadership development and self reflection.

This group is open to all employees of color from any role or employee group. We are all leaders, regardless of the role we serve in.

DATES & TIMES

THURSDAY, OCT. 21, 2021
4:30 - 6:00 PM
At the Educational Support Center

THURSDAY, NOV. 18, 2021
4:30 - 6:00 PM
At the Educational Support Center

THURSDAY, DEC. 2, 2021
4:30 - 6:00 PM
Virtual Session via Zoom

THURSDAY, JAN. 20, 2022
4:30 - 6:00 PM
At the Educational Support Center

THURSDAY, FEB. 10 2022
4:30 - 6:00 PM
Virtual Session via Zoom

THURSDAY, MARCH 3, 2022
4:30 - 6:00 PM
At the Educational Support Center

THURSDAY, APRIL 7, 2022
4:30 - 6:00 PM
Virtual Session via Zoom

THURSDAY, MAY 5, 2022
4:30 - 6:00 PM
End-of-Year Celebration
Location TBD

Sign-up for just one session or attend all.

RSVP TODAY!

staff.adams12.org/LOC
Leaders of Color 2021-22

Would you like the opportunity to connect with other employees of color throughout the Five Star District? Join the Leaders of Color!

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This group is open to all employees of color from any role or employee group. We are all leaders, regardless of the role we serve in.

Schedule
- Thursday, Oct. 21, 2021
  - 4:10-5:00 p.m. | At Northglenn Middle School
- Thursday, Nov. 18, 2021
  - 4:10-5:00 p.m. | At the ESC
- Thursday, Dec. 2, 2021
  - 4:10-5:00 p.m. | Via Zoom
- Thursday, Jan. 20, 2022
  - 4:10-5:00 p.m. | At the ESC
- Thursday, Feb. 10, 2022
  - 4:10-5:00 p.m. | Via Zoom
- Thursday, March 3, 2022
  - 4:10-5:00 p.m. | At the ESC
- Thursday, April 7, 2022
  - 4:10-5:00 p.m. | Via Zoom
- Thursday, May 5, 2022
  - End-of-Year Celebration
  - 4:10-5:00 p.m. | Location TBD

View the 2022-2023 Leaders of Color Promotional Flyer for more information

Schedule subject to change.

For questions, contact Raquel Williams at raquel.williams@adams12.org or 720-972-4216.
Data from Leaders of Colors indicating the sessions had met their expectations. The responses to the follow up question were used to improve for the 2021-22 school year.