



**LIVELY
PARADOX**

Suburban High School Case Study





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THE SITUATION

A suburban school district that is predominantly white and has virtually a 100% white staff is interested in how to support black and brown children.

THE BACKGROUND

The educators in the district, including principals and principal leaders, struggle to have conversations about differences in general. When situations arise whereby a child or family has a special need, whether that is academically, physically, racially or from a sexual orientation or religious perspective, educators don't have the skill or practice to engage in conversations that create positive solutions for everyone.



Leading Through Difference™



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THE ASSESSMENT

Although the request came as a result of racial tensions and needs, the employees of the district needed some foundational understanding about difference and inclusion and the challenges of both. They also have demonstrated that they lack some basic skill related to discussions when stakes are high, and the topic is emotionally charged and intellectually challenging.



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THE RECOMMENDATION

1 Diversity, Equity & Inclusion Training Sessions

Utilize the diversity and inclusion and framework minus the racial component in order to help educators and their leaders understand the basics in ways that are not intellectually challenging or emotionally charged.

2 Role Play Scenarios

Teach the uncommon ways that exclusion shows up and help people who are not in marginalized groups experience that exclusion—without shame. These sessions increase intellectual horsepower and emotional intelligence.



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THE OUTCOME

Participants learned how to: give and receive feedback, acknowledge social power structures, use positional power for good, understand your conflict reaction style and how it impacts the way you approach vital conversations, listen empathetically, and ultimately create their own personal educational racial equity plan.

“These sessions have been the best professional development sessions [my organization] has provided to me.”

— Employee Feedback



Leading Through Difference™



We help difference get along.

Through a compassionate, human-based approach to workplace culture, we help develop leaders who are prepared to lead every member of their teams to succeed. We inspire leaders to reach for ridiculous heights by leveraging our different, yet shared humanity, one action at a time.

Contact us at

(800) 914-9205

INFO@LIVELYPARADOX.COM

