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WELCOME

We deliver innovative solutions that achieve equitable outcomes, improve culture, and produce transformational results.

**Equity and Healthy
School Communities:**

**You Can Not Have One
Without the Other**

The National Healthy School Communities Forum 2019

PHE Canada Goal

Improve the coherence of efforts
among partners engaged in
healthy school community initiatives

The Intention

- Clarity
- Language
- Instruction

Essential Condition(s)

EQUITY

Equity

Equity is the elimination of disproportionality
and disparity

Disproportionality and Disparity

Disproportionality is the overrepresentation of a particular group in a program or system compared to their representation in the general population. Disproportionality affects all systems such as the educational, mental health and judicial systems.

Disproportionality and Disparity

Disparity refers to the differential outcomes for a particular group in a program or system compared to other groups in those same programs or systems.



Powerful Unexamined Ideas

How / where do these get
constructed and
reproduced?

**The System
is not Neutral.**

The Legacies

Occurrences or processes that establish the location of wealth, power, and status, globally and determine our societal values.

1. Colonialism
2. Slavery
3. Patriarchy
4. Religious Universalism
5. Capitalism
6. Theft and Conquest of the Americas

The Legacies

Which legacy or legacies are at the root of these “isms”?

Ageism

Sexism

Ableism

Classism

Heterosexism

Religious oppression

Racism

Manifestations of the Legacies in Education in Canada

What we see, hear, and feel:

- Racist attitudes and practices of teachers and administrators i.e. deficit thinking, cultural deficit model, low expectations,
- Eurocentric/Anglocentric curriculum
- Culturally biased assessment practices
- Hidden curriculum and construction of otherness
- Racial harassment and racial incidents ignored or perpetrated by staff

Manifestations Continued...

- Streaming of minoritized students (especially Black and Indigenous) into non-academic programs
- School disciplinary policies and practices → “Push-out”
- Assimilationist culture of the school/board
- Lack of representation in curricula, administration, and staffing
- Devaluing and demonizing the Indigenous, Black and other marginalized community

The Way Forward

A revised definition of Healthy School Communities

System Change for Equity



We do not suffer from a crisis
of information, but a crisis of
incentive.

The Self: Practice over Perfection

- What do we practice?
- Why do we practice?
- What mindset do we bring?
- How do we respond to criticism or instruction in practice?

The Institution

The 8 Levers Of Institutional/ Organizational Change

1. Board of Directors
2. Staffing
3. Accountability Framework
4. Use of Data
5. Training and Learning
6. Communications
7. Community and Stakeholder relations
8. Service / Business Model

The Community

- How are institutions leveraging their power and proximity to inform the community's narrative?
- How are institutions enabling community engagement and leadership?
- Are institutions prepared to be deferential to community leadership? If not, what needs to happen to enable this?

Equity Work is...

- **Work to eliminate** disproportionalities and disparities
- **Work that is focused** on the systemic and structural context
- **Work to disrupt** the powerful unexamined ideas that fuel the isms
- **Work to create** new systems that enable equitable outcomes

Expertise

Equity & Human Rights

Diversity & Inclusion

Anti-Racism & Anti-Oppression

Unconscious Bias

Employment Equity

Human Resources Diversity

Organizational Culture Change

Service

Training

Executive Coaching

Community Consultations

Content & Research Development

Keynotes & Guest Lectures

Conferences

Multi-Session Programs



Thank You

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