AERO 2019 Fall Conference

Group Activity Summary

<u>Viewing Data from an Equity and Anti-Oppression Lens with Dr. L. Hollingshead and J. Samaroo</u>

There are no spaces that are free from oppression.	Schools are not neutral spaces; dominant perspectives are inherently reflected within our learning environment and structures.
- We need to create spaces to have these conversations – when do we give all staff, especially frontline staff, time to have these conversations? - Are leaders willing to learn and to challenge biases and assumptions and to make the necessary changes? - What spaces are forgotten or not considered?	- Look at hiring practices and the representation of all genders and cultures in the workforce - School boards serve a lot of different and diverse communities and therefore when research is planned, it should invite and engage the different stakeholders. - Who defines dominant perspectives → is that consistent or does it change - Use data to shift thinking and plan change - Avoid using colonization tools - Reflect on the status quo-why are things as they are? Use data to have these difficult conversations and challenge assumptions. - Discuss power and privilege - Reflect on and determine how own role in the system perpetuates biases and assumptions.

(Good) Intentions are not enough; it is impact that matters.	Data are only as good as the questions you ask and perspectives you include in the collection and analysis.
- Must be clear about what "impact" is and who is defining it. - Must be mindful of how those participating in research are impacted by the research and its findings. - Action needs to be culturally sensitive and goal oriented. - All must reflect on own biases and assumptions and how this affects their work. - Having courageous conversations to begin to dismantle or change services. - Requires bravery from leadership, which puts this work at risk. - Lack of standardization – school boards working in silos. - Important to follow-up on the research we report on. - Use data to determine impact WITH the people who participated in the research-helps determine what data says and how it impacts them.	Include all stakeholders voices into survey creation: - Think about and plan how to engage during the drafting of questions and in analyzing the data - Draft questions based on ways in which individuals self-identify Check on own biases: - Check on unconscious assumptions and reflect on our functioning and ways - Determine who is interpreting the results and how their lens is biased - Reflect on who is able to respond to surveys and who isn't and devise ways to reach those most affected by the results. - Reflect on ways to dismantle dominant perspectives in data collection and analysis. Transparency: - About the research process - About how data is analyzed - About own world views and biases