

# Leadership of Diversity and Inclusion

International Virtual Network

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**Exploring equality, equity, diversity,  
inclusivity, belonging and racial  
justice.**

September 2023 – June 2024



THE CHURCH  
OF ENGLAND  
EDUCATION OFFICE

FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP



## What is the ‘Leadership of Diversity & Inclusion’

International Network? Over the last three years, we have run networks for systems leaders keen to see real change in our education system in addressing racial injustice. We know that not enough has been done yet to address inequality across our schools and we are committed to action which makes this happen. During the course of our network, the Church of England’s Lament to Action report was released, providing urgent calls for change within all aspects of the church, including church schools. The Church of England Foundation for Educational Leadership (CEFEL) is partnering with Baylor University’s Center for Christian Education (CCE) to run joint UK/US leaders’ networks to evaluate the present and seek to take decisive and intentional action for the future. Whilst we recognize that the UK and the USA are very distinct countries, with their own distinct cultures, expectations and concerns, there is also much we can learn from one another to help shape our thinking and catalyse us into action.

**There is an expectation that participants engage in practical action and work towards effecting culture change within their dioceses, trusts or schools as a result of what is discussed in the network.**

## Our Network Principles

Our network principles are:

We want to see real change that has a long-term impact. In order for this to happen, our network needs to be:

- committed to justice and equality as right AND better
- respectful - we listen to understand first
- safe, a place where everyone can truly belong
- honest (with/ about ourselves) & open to feedback even when that feels uncomfortable
- collaborative & considerate of others
- action-oriented to see real change in our schools

## Exploring Leadership of Diversity and Inclusion

### Exploring equality, equity, diversity, inclusivity, belonging and racial justice.

This network is systems and school leaders who have acknowledged the issues around Diversity and Inclusion for their own context but would like an opportunity to think through possible ways forward in a safe space with other like-minded leaders. We particularly welcome leaders from UKME/GMH backgrounds to join this network as crucial conversation partners.

This virtual network utilizes Collective Leadership principles to explore issues of equality, equity, diversity, inclusion, belonging and racial justice - particularly around leadership, culture and curriculum - seeking to effect real and lasting change and to grow and improve together.

For 2023-24, the 'Exploring group' will meet half-termly with both UK and US colleagues together to explore our current reality, the opportunities and challenges in this work, our vision for a more just and equitable future, our own personal blind spots and biases and to develop creative, innovative and impactful ways of making necessary changes within our communities. There is an expectation that the learnings will be shared with your organisation more widely.

All sessions are on a Wednesday at 4 pm and hosted online on Zoom.

Additional sessions are not compulsory to attend. They give participants a different experience to further engage with the subject. The Additional sessions are a learning opportunity to meet with and hear from an experienced practitioner to share lessons learned, wisdom gained, and tips for the greatest impact as we develop more just schools.

27th September 2023	1. Seeking reconciliation. <a href="https://churchofengland-org.zoom.us/j/96744047425?pwd=dkxWUHNPU2REaUtqTXVlcmtyNE5gdz09">https://churchofengland-org.zoom.us/j/96744047425?pwd=dkxWUHNPU2REaUtqTXVlcmtyNE5gdz09</a>
18th October 2023	a. The impact of the work. <a href="https://churchofengland-org.zoom.us/j/92350802428?pwd=dmY0U2dJTXpHM1dxS3d0Zk5iUDR1UT09">https://churchofengland-org.zoom.us/j/92350802428?pwd=dmY0U2dJTXpHM1dxS3d0Zk5iUDR1UT09</a>
15th November 2023	2. Removing Disadvantages. <a href="https://churchofengland-org.zoom.us/j/96740136374?pwd=ZGVpUDhRZlRZlNvaDk4S2Y2anZwUT09">https://churchofengland-org.zoom.us/j/96740136374?pwd=ZGVpUDhRZlRZlNvaDk4S2Y2anZwUT09</a>
13th December 2023	b. <b>The impact of the work:</b> <a href="https://baylor.zoom.us/j/87092852640?pwd=SIV0RGd3TkhIODlIRmk1aUs2NXpLQT09">https://baylor.zoom.us/j/87092852640?pwd=SIV0RGd3TkhIODlIRmk1aUs2NXpLQT09</a>
17th January 2024	3. Celebrating Diversity. <a href="https://churchofengland-org.zoom.us/j/93988014103?pwd=NjAxZXN4enZoY0RpUTZKakZ4dXFXUT09">https://churchofengland-org.zoom.us/j/93988014103?pwd=NjAxZXN4enZoY0RpUTZKakZ4dXFXUT09</a>
21st February 2024	c. The impact of the work: Intersectionality approach to EDI work. <a href="https://churchofengland-org.zoom.us/j/98446566326?pwd=WWFibGFQSEJWS1Yxa0I2ekVlSTZiQT09">https://churchofengland-org.zoom.us/j/98446566326?pwd=WWFibGFQSEJWS1Yxa0I2ekVlSTZiQT09</a>
20th March 2024	4. Nurturing Ambition. <a href="https://churchofengland-org.zoom.us/j/97598641318?pwd=UmNSR0tHNVAyK1p4RERoYUF0cncwZz09">https://churchofengland-org.zoom.us/j/97598641318?pwd=UmNSR0tHNVAyK1p4RERoYUF0cncwZz09</a>
17th April 2024	d. The impact of the work. <a href="https://churchofengland-org.zoom.us/j/91202671339?pwd=K2NsWCtXZnY4UCtPcERsVEtON1BwQT09">https://churchofengland-org.zoom.us/j/91202671339?pwd=K2NsWCtXZnY4UCtPcERsVEtON1BwQT09</a>
15th May 2024	5. Sustaining vision. <a href="https://churchofengland-org.zoom.us/j/96219121325?pwd=amo5QkJDb25FNDdwcVVCcjdUkhiQT09">https://churchofengland-org.zoom.us/j/96219121325?pwd=amo5QkJDb25FNDdwcVVCcjdUkhiQT09</a>
12th June 2024	e. <b>The impact of the work:</b> <a href="https://churchofengland-org.zoom.us/j/95308732640?pwd=RWREWXJKdk9UZ1RLMDlkK0I4STBidz09">https://churchofengland-org.zoom.us/j/95308732640?pwd=RWREWXJKdk9UZ1RLMDlkK0I4STBidz09</a>

## What will the sessions cover?

Each session will be led by a member of CEFEL's Curriculum and Inclusion team, sharing thinking and research around the leadership, theology and pedagogy of Racial Justice. There is always plenty of time for discussion, both in small groups and within the wider group, around key questions to turn our learning into action. Each session focuses on a Leadership Practice from Called, Connected, Committed ([www.cefel.org.uk/ccc/](http://www.cefel.org.uk/ccc/)), enabling us to reflect on what this means specifically for our own contexts.



### Session 1: Seeking Reconciliation

In this session, we will explore honestly and openly why we have chosen to be part of this network, defining our current reality and considering what needs to change – both within our own selves and schools/ contexts and more widely. We will look at what has hindered change from happening in the past and what is needed to truly heal our communities and pursue the reconciliation required to be able to move forward.

### Session 2: Nurturing Ambition

Who is in our schools, how far does this reflect our vision for the sort of schools we want, and how can we nurture ambition for the future? What changes do we need to make so that all students can flourish in our schools? A chance to explore these ideas with school leaders from different contexts.

### Session 3: Removing Disadvantages

Who is missing from our leadership teams, what barriers and obstacles might we need to overcome, and how can we work collectively to remove these? What kind of cultures do we need to create in our schools so that we can enable progression and success for all?

### Session 4: Celebrating Diversity

What preconceived ideas and biases do staff bring into school – into their teaching, curriculum planning and resource creation, behaviour management, and interactions? What needs to change & how might we go about this together? What does it look like to actually celebrate diversity?

### Session 5: Sustaining Vision

How do we embed these changes for the long term, making them future-proof?

### Session 6: Practising Humility and Learning Love

Finally, we look at the leadership qualities and postures required to engage in this work well for the long term so that we are genuinely serving the common good through the actions we take as leaders. A time for personal reflection, thinking about ourselves as leaders as we take this work forward.

To learn more, visit our Networks webpage: <https://www.cefel.org.uk/networks/>

Please send all enquiries to Lorraine Prince, Head of Networks [lorraine.prince@churchofengland.org](mailto:lorraine.prince@churchofengland.org) or Elizabeth Olulari, National Education Lead for Racial Justice, [elizabeth.olulari@churchofengland.org](mailto:elizabeth.olulari@churchofengland.org).