

# Leadership of Diversity and Inclusion

International Virtual Networks

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September 2022 – June 2023



THE CHURCH  
OF ENGLAND  
EDUCATION OFFICE

FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP



## What is the 'Leadership of Diversity & Inclusion' International Network?

Over the last two 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)* are 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 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**

## Types of Networks Offered in 2022-23

### A: Exploring Diversity and Inclusion

For 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 diversity, inclusion and racial justice - particularly around leadership, culture and curriculum - seeking to effect real and lasting change and to grow and improve together.

For 2022-23, the 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 4pm.**

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| Session 1 with US leaders: Wednesday 28 <sup>th</sup><br>September 4pm<br><b>Seeking reconciliation</b> | Session 4 with US leaders: Wednesday 22 <sup>nd</sup><br>March 4pm<br><b>Celebrating Diversity</b>              |
| Session 2 with US leaders: Wednesday 16 <sup>th</sup><br>November 4pm<br><b>Nurturing Ambition</b>      | Session 5 with US leaders: Wednesday 26 <sup>th</sup><br>April 4pm<br><b>Sustaining Vision</b>                  |
| Session 3 with US leaders: Wednesday 25 <sup>th</sup><br>January 4pm<br><b>Removing Disadvantage</b>    | Session 6 with US Leaders: Wednesday 14 <sup>th</sup><br>June 4pm<br><b>Practising Humility – Learning Love</b> |



## 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/cccl/](http://www.cefel.org.uk/cccl/)), 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 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, 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 Disadvantage

Who is missing from our leadership teams, what barriers and obstacles might we need to overcome, 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, 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.

### Additionality for 22-23:

As an additive learning experience we will provide an opportunity to meet with and hear from an experienced practitioner to share lessons learned, wisdom gained, and tips for greatest impact as we develop more just schools. **Dates** of these are: 26th October, 22nd February, and 17th May 4pm

For more information on the Exploring Cohort, please contact Lorraine Prince, Head of Networks at [lorraine.prince@churchofengland.org](mailto:lorraine.prince@churchofengland.org)

## B: Engaged Leadership of Diversity and Inclusion

This new network is for leaders who have **already taken part in Cohorts 1 or 2** of the International Diversity Network and would like to go deeper in their learning. There is an expectation that you will have already been taking action in your context and making changes to improve the diversity and inclusion of your organisation.

This network group will engage in Action Research together, within peer groups, across both the UK and US contexts (as well as drawing in engaged leaders from India and Canada). Each peer group will explore a particular aspect of racial justice together and plan, design, act upon and review a key question within their organisations.

This network will be led by our partners at Baylor University Center for School Leadership:

<https://www.baylor.edu/soe/bcsl/>

All sessions are on a **Thursday at 4pm.**

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| Session 1 with US leaders: Thursday 29 <sup>th</sup> September 4pm | Session 4 with US leaders: Thursday 23 <sup>rd</sup> March 4pm |
| Session 2 with US leaders: Thursday 17 <sup>th</sup> November 4pm  | Session 5 with US leaders: Thursday 27 <sup>th</sup> April 4pm |
| Session 3 with US leaders: Thursday 26 <sup>th</sup> January 4pm   | Session 6 with US Leaders: Thursday 15 <sup>th</sup> June 4pm  |

### Additionality for Engaged Network participants:

As an additive learning experience we will invite a leading expert in this work to share more depth about some of their discoveries as we translate their knowledge into action in our schools.

**Dates:** 27th October, 23rd February, and 18th May at 4pm

For more information on the Engaged Cohort, please contact Emily Norman Head of Curriculum and Inclusion at CEFEL [emily.norman@churchofengland.org](mailto:emily.norman@churchofengland.org)

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