

Adams State University's 2020 Online Equity Leadership Institute

A Call to Action for Educators and Law Enforcement Agencies

- **A two-week online** format consisting of four modules: Race, Class, Gender, Sexual Orientation
- **Start date:** November 1 – 15, 2020
- Institute will open at 8am on Sunday, November 1, 2020 and close at 5pm on Sunday, November 15, 2020
- Approximate Institute commitment: **50 hours**
- **Facilitation Team:**
one lead instructor, four support group leaders

Note: There is no face-to-face requirement, this is completely online; however, small-group synchronous meetings using Blackboard Collaborate or Zoom will be implemented.

- **Online Institute cost:**
\$2,000 per participant
- **Optional additional cost:**
“Power of Difference Assessment” (PDA)
\$200 per participant

PDA assesses one's unconscious orientation to power and identifies areas of individual strength and specific areas of growth. Results are discussed through a one-to-one consultation

Registration: Limited space available
https://ssb.adams.edu/bannerweb/xs_registration/registration/?page_id=leadrshpequityinst

Participants will develop their capacity to:

- **Recognize** the fundamental dynamics of power and socio-cultural difference across socio-cultural locations and the personal, interpersonal, group, cultural, and organizational levels.
- **Support** the transformation of organizational policies and practices that result in advocacy for all.
- Fully **integrate** and embed these policies and practices into the core of their organizational mission and functioning.
- **Build** relationships and alliances across and within differences of race, class, gender, sexual orientation, organizational role and other differences.

For more information contact:

Judy Phillips • jlphilli@adams.edu
Marcella Garcia • mjgarcia@adams.edu
Lillian Gomez • lillian_gomez@adams.edu



What to expect:

Support Groups:

A “support group” is a crucial structure to be used throughout the institute. Support groups, grounded in the theory of the constructivist listening model, will be used to explore topics, beliefs, feelings, and challenges.

Modules:

Videos, articles, PowerPoints, research, written reflections, and other experiential activities will be utilized to support deepened understanding and skill development. Planning sessions will provide an opportunity for participants to apply learning and skills to their field.

Optional Power of Difference Assessment:

An approximate hour-long consultation with the lead facilitator regarding the assessment results for those opting to participate in the PDA.



About the Online Equity Leadership Institute Developer and Facilitator:

J. Elliott Cisneros comes from a bicultural, biracial background—with his father’s line coming from Hispano ancestry in the San Luis Valley of Colorado. Elliott began his teaching career on the Navajo reservation in special education. He directed a school district transition program serving students with disabilities for eight years and went on to direct the Human Rights Office for the City of Fort Collins, CO. He taught social justice classes at Naropa University in Boulder, CO for six years, and worked as a school principal both at a predominantly Latino elementary school and at a progressive, experiential middle school. Elliott founded The Sum (501c3) in 2006 to carry his passion, learning, and work forward (www.thesum.org).

After James Fields drove his car into a crowd in Charlottesville VA, killing Heather Heyer and injuring 35 others, Elliott moved to Charlottesville, VA where he started The Sum Study Center. Elliott has partnered with the Heather Heyer Foundation to create a youth program called Heyer Voices (www.heyervoices.org) and founded an intentional community that represents a cross-racial, multicultural, interfaith and queer collaboration called Araminta Village (www.aramintavillage.org). Elliott established a faith community, and faith community model based on the “sacredness of welcome to all” called The Welcome Circle (www.thewelcomecircle.org). In collaboration with Dr. Carla Sherrell, he developed the Power of Difference Model and the Power of Difference Assessment. In the past two years he created the Power of Difference Video Project and developed and piloted online “Equity Institutes” for the faculty and staff of Adams State University in Alamosa, CO.