

# DISCOVERING THE PRISMATIC EQUITY WORK OF ACTIVIST SCHOOL LEADERS

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After talking with a number of principals across Ontario, we want to share what we learned from them about their activist equity work.

Heartwork arises from internal motivation, strengthened by relationships, professional learning, and transformative action.

## Heartwork



## Resilience

A mindset of resilience requires courage, creativity (subversive resilience), and an understanding of the need to build strong alliances (political resilience).

When leaders are accountable to their whole selves, their convictions, and their community, they develop and support an activist leadership stance.

## Accountability to Self, Justice and Community



## Calls to Action...

Prismatic equity work is not about perfection – it’s about purpose (heartwork), presence (accountability) and persistence (resilience). These practices are both a compass and a commitment.

Look inward to examine your heartwork and let it illuminate your leadership, transforming your decisions with clarity, compassion and a newfound conviction.

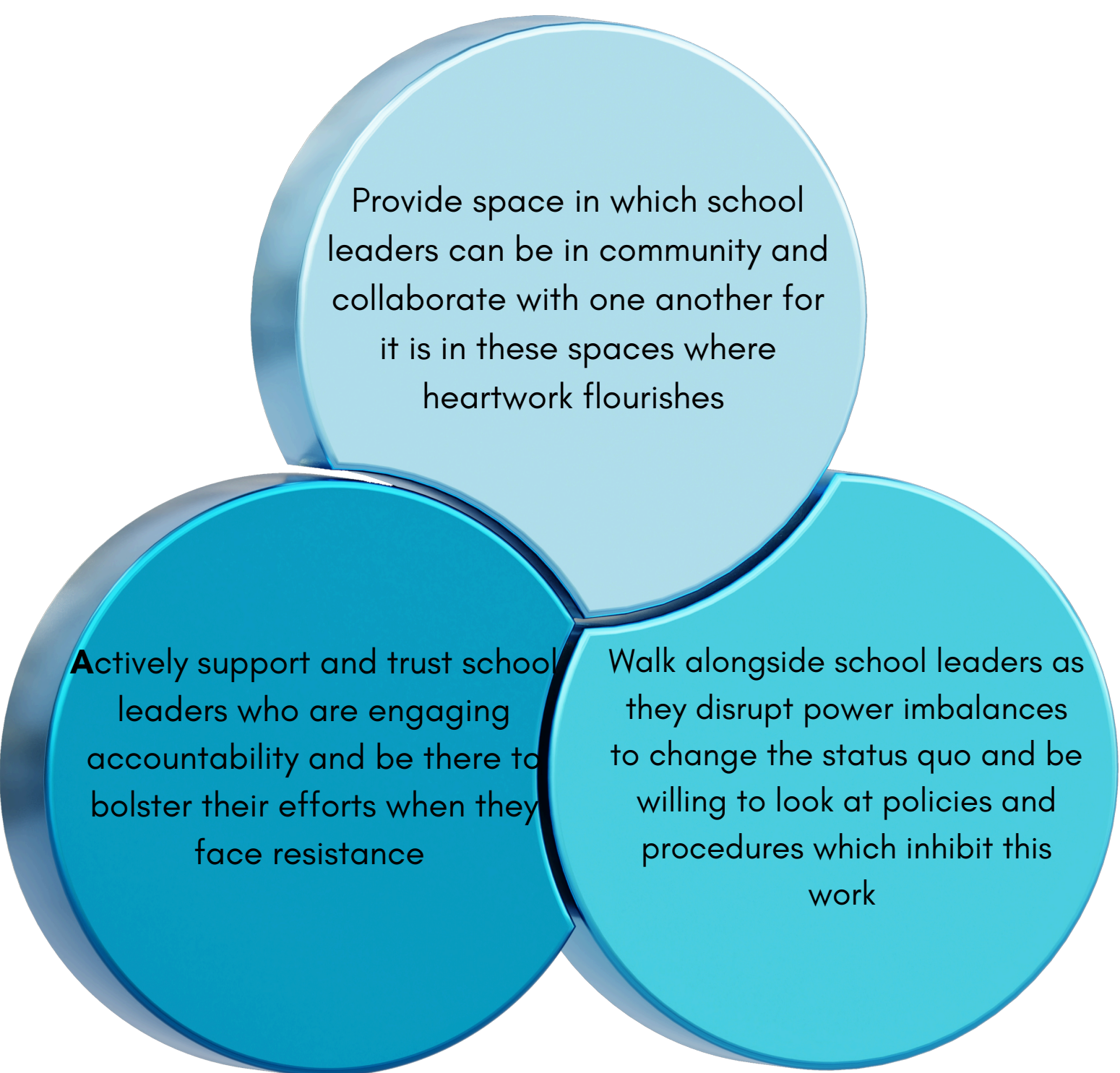
Activism is not something you do alone. Build relationships with community and lead in community with staff, students, and parents to allow their voices to shape the work.

Choose transformation over compliance. Your resilience will create space for resistance as you disrupt the status quo and address inequities.

Leadership that centres equity and activism challenges power imbalances and redistributes it. Marginalized voices are elevated and injustices are challenged.

Let accountability steeped in resilience become your leadership stance and anchor your equity work in this stance. It will fuel your actions and enable you to face resistance.

# Recommendations for System Leaders and Policy Makers



We encourage you to look through the prism when managing complex and challenging situations for this is where you will find a way forward. We all approach this work through different lenses as informed by our lived experiences and identities. It is hoped that the calls to action shared in this report will help guide the development of a leadership stance that will aid you in doing the work of equity

