



## Equity Practitioner Program (EPP) Cohort 3 Journey Concludes

EPP 3 finishes its 6-month intensive journey in just a few weeks! This cohort has moved through this program at a time of national reckoning on racial justice and an unprecedented pandemic. Since January of 2020, EPP has had 34 participants move through the program. We can regard this cohort as the most positionally diverse, comprised of teachers, school leaders and school board members from districts and charter schools throughout Delaware.

In two weeks we look forward to hearing from our cohort members on the myriad lessons learned throughout their experience, the ways in which the program has impacted their practice, and what they are looking ahead to do via their capstone projects. Before then, let's reflect on their own personal journey throughout this time below.

### How would you describe where you are on your journey toward becoming a practitioner of equity? February Reflections:

*"I have been working hard towards equity on a personal level, but I am so glad to have a program to support me and teach me. I know that this will be a long journey."*

*"Evolving. I see myself reflecting and thinking a lot. I am making my family discuss with me the next day! I call co workers and discuss what was said, or shared!"*

*"Super excited and ready but only dipping my toes in the pool because I know there is so much more to learn / be aware of as part of this journey."*

*"Beginning of my journey"*

### How would you describe where you are on your journey toward becoming a practitioner of equity? May Reflections:

*"I think that through this program and the readings, I am really starting to see how to give a better voice to the oppressed and trying to quiet my own."*

*"I feel like I'm back at square 1 but am probably just reaching square 2. Up until this session I was confident in my practice and the way I approached equity. Our conversation about expectations made me re-evaluate myself and I noticed small things that I do unintentionally that may have a bigger impact on my students than I had realized. I am also beginning to notice the words my co-workers use when discussing students that indicate lowered expectations. My awareness of some of the more subtle ways inequity is manifested has definitely increased."*

*"I'm much more aware of inequity and systemic racism. I feel a sense of urgency to not let that passion die and find practical ways to make a difference in our school community."*