



## • Girls, Women, and the Persistence of Gender Oppression in Schools •

Presenter: Tracy Flynn

**Target Audience:** *Education leaders and educators, PreK-16, as well as those working for organizations striving to support VT children, youth, and families.*

Gender oppression in schools comes in many forms: sexual harassment and assault, curricular erasure, and institutional cultures that objectify girls and young women. Because this oppression is often implicit and deeply ingrained institutionally, educators can feel powerless to push back in significant ways. How can educators create significant change despite sexism's insidiousness, which can sometimes lead girls and young women to underestimate their own abilities? We will examine sexist school practices and how their impact often are elevated for girls and women of color, LGBTQ girls and women, and girls and women enduring other forms of injustice. We will end by considering the principles and practices that cultivate actively anti-sexist schools.

*Tracy Flynn has over 25 years of experience in leadership positions with local and national nonprofits and PK-18 education institutions. As a coach and consultant, her mission is to promote healthy individuals, organizations, and communities by working towards equity and justice. Prior to opening Tracy Flynn Consulting, she worked as Health Curriculum Specialist with the Seattle Public Schools, National Training Director with the National CASA Association, and Director of Training with Planned Parenthood of Western Washington.*

The VT-HEC Board of Directors has approved additional support for this series through our Mission Investment Fund, which enables us to provide the webinars for free and greatly lower the workshop and course costs. We value your participation; due to the low costs of this series, we are not able to provide refunds for cancellations.

**Dates:** November 19, 2019  
**Place:** DoubleTree Hilton, South Burlington  
**Cost:** \$50 (lunch included)  
**Time:** 8:30-3:00

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## From Equity Awareness to Equity Action: Instituting Educational Justice in Vermont Schools and Communities

**Target Audience:** Education leaders and educators, PreK-16, as well as those working for organizations striving to support VT children, youth, and families.

Building on the equity literacy framework, this series will prepare educators, educational leaders, and equity specialists to cultivate equitable and just learning environments. We will move beyond individual awareness, cultural competence, and diversity appreciation to focus on strategies that result in deep and sustainable equity change. What does equity look like at an institutional level? What specific changes in policy, practice, and leadership ensure deeper levels of equity transformation? How do we organize for change, despite resistance? We will grapple with these questions and more to become more formidable threats to the existence of inequity in our spheres of influence.

### Webinar Series:

Three free, on demand, approximately 60-minute webinars that provide foundational learning in equity literacy.

[Register Here for the Webinar Series](#)

*Webinar #1:* Introduction to Equity Literacy for Educators, with Paul Gorski

Paul shares the basic components of the equity literacy framework and takes participants through a few brief exercises to help strengthen their equity lenses.

*Webinar #2:* Exploring the Principles of Equity Literacy, with Paul Gorski and Katy Swalwell

Katy and Paul discuss the principles of equity literacy that should guide equity work in schools, as well as point out common equity detours to avoid.

*Webinar #3:* Applying an Equity Lens to Popular School Initiatives, with Paul Gorski & Marceline DuBose

Marceline and Paul demonstrate how to apply the principles of equity literacy to popular school initiatives such as PBIS, restorative practices, and SEL. Their conversation highlights the dangers of implementing these sorts of initiatives without an equity lens, as well as the power of implementing them with an equity lens.

### Remaining Workshops in Series:

Each workshop has a topic focus and will build on our understanding of the equity literacy framework.

*Workshop #2:* Girls, Women, and the Persistence of Gender Oppression in Schools (11/19/19)

[Register for Workshop #2](#)

*Workshop #3:* Ridding Schools of Racism: From Equity Optics to Equity Action (3/24/20)

[Register for Workshop #3](#)

*Workshop #4:* An Economic Justice Approach to Eliminating Socioeconomic Inequities in Schools, (4/15/20)

[Register for Workshop #4](#)

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