In an era of heightened anti-Black racism and aspirations of equity in education, equity directors are at the vanguard of district efforts to eradicate educational injustices. Drawing on intersectionality with theory about racialized organizations, this study examined how the racialized and gendered organizational contexts of U.S. equity directors shaped their equity leadership to transform educational systems. The authors conclude with a call for attention to the nexus of individual-organizational dynamics in the practice of equity-focused leaders in tandem with longitudinal examinations of equity leadership across educational systems.

Questions and discussion will be facilitated by Dr. Taeyeon Kim.

Dr. Ishimaru’s scholarship focuses on the intersection of leadership, school-community relationships, and educational equity in P-12 systems. Her work focuses on improving educational leadership - both formal and family/community - to create equitable educational environments, with a particular focus on students, families, and communities who have been historically marginalized in education.