

THE  
LEADING FOR EQUITY,  
ANTI-RACISM, & DIVERSITY  
(L.E.A.D.)

IMPACT REPORT

School Year  
2021 - 2022

University of Maryland  
School of Social Work  
Office of Diversity, Equity, and Inclusion



# WHAT IS THE L.E.A.D. INSTITUTE?

The **Leading for Equity, Anti-Racism, and Diversity (L.E.A.D.) Institute** is a training and coaching series offered by the School of Social Work's Office of Diversity, Equity, and Inclusion. Participants complete four modules designed to increase their understanding of their individual bias, learning about systemic oppression, and creating concrete action steps to make a change.

**I AM A LEADer**

*Graduate of the Leading for  
Equity, Anti-Racism, and Diversity  
(L.E.A.D.) Institute*



# L.E.A.D. MODULE & COACHING OVERVIEW

The **L.E.A.D. Institute** consist of three modules that are 3 hours each and a 90-minute Affinity Coaching session that allows L.E.A.D. participants to expand their learning and create personal goals to improve their DEI Lens.

- **Module 1:** Unpacking Identity and Oppression
- **Module 2:** Understanding Systems of Oppression and Power
- **Module 3:** Navigating Difficult Dialogues
- **Module 4:** Coaching

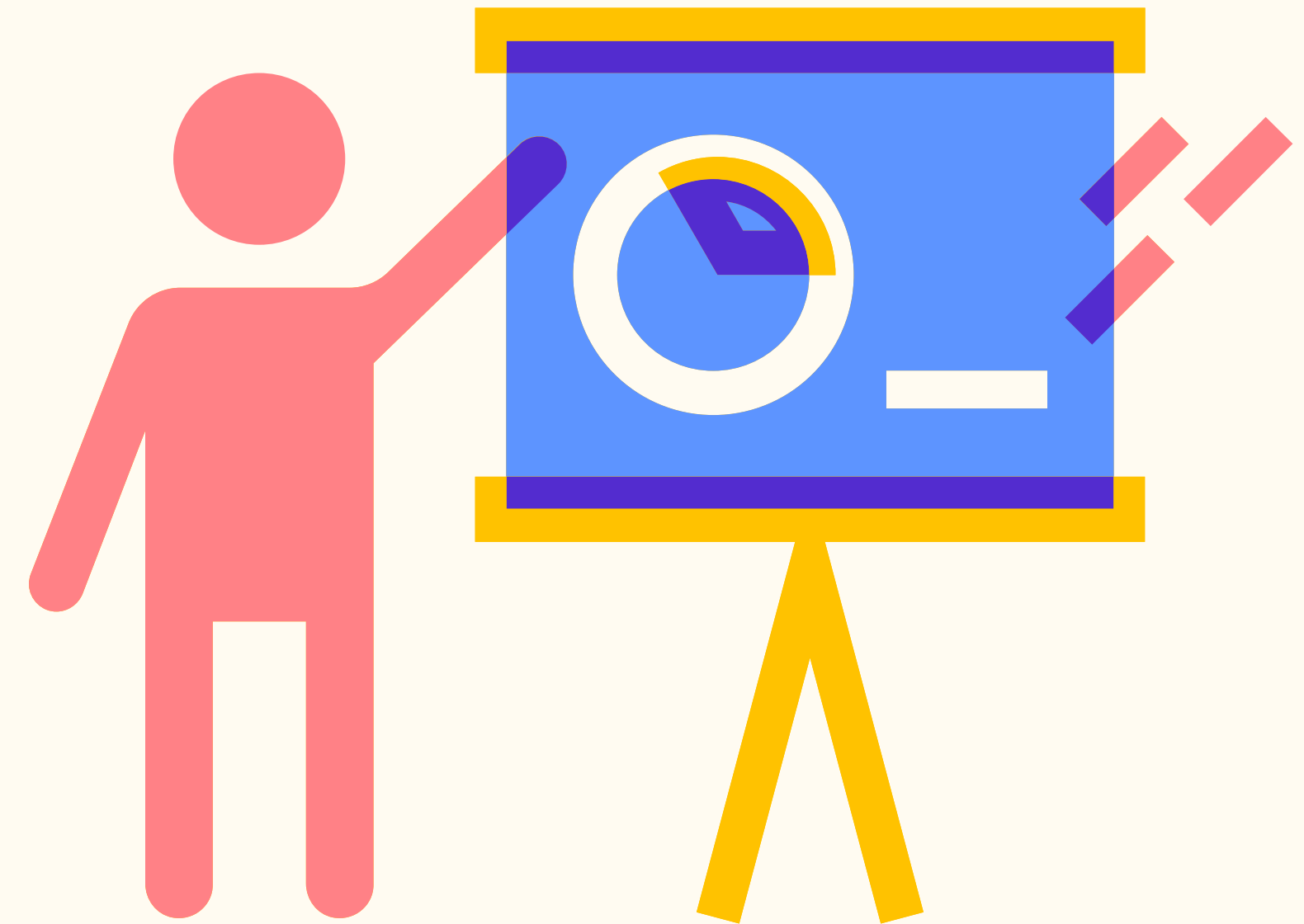


# L.E.A.D. Institute Overview (2021-2022)

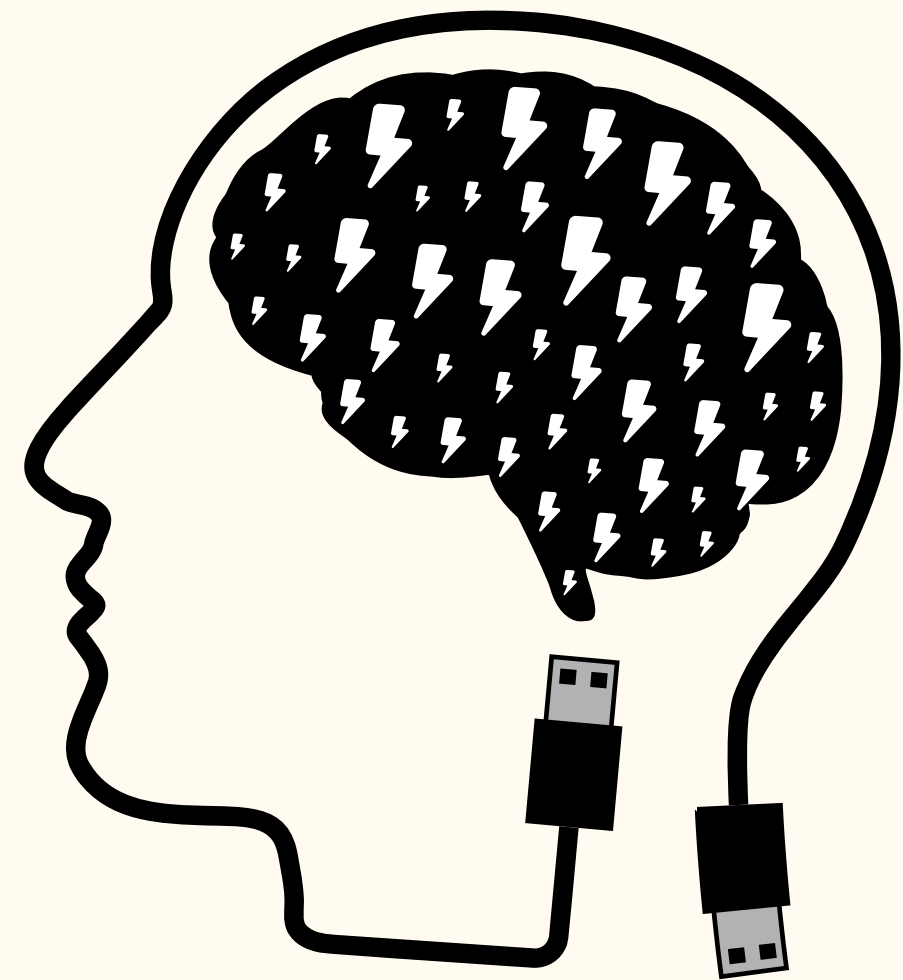
**Total Number of Trainings (Cohorts): 5**

**Total Number of Training Hours: 67.5**

**Total Number of Attendees: 82**

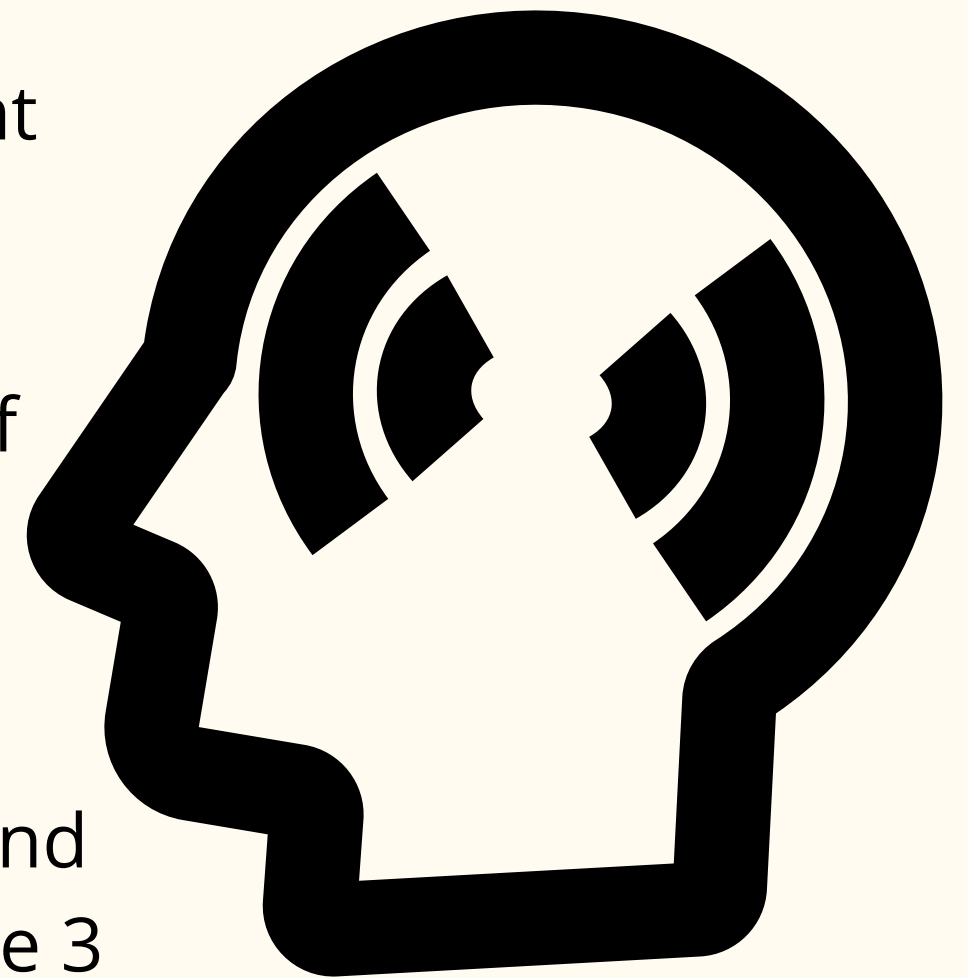


- 92% of respondents report being very satisfied or more than satisfied with L.E.A.D training overall
- 100% of respondents would recommend L.E.A.D training to be mandatory for SSW staff and faculty



## AFTER PARTICIPATING IN LEAD....

- 92% of respondents agree or strongly agree that they can accurately understand the perspective of someone who holds an identity different from their own after Module one while
- 98% of respondents agree or strongly agree that they have a better understanding of how their own identities connect to larger systems of oppression
- 98% of respondents agree or strongly agree that they have a better understanding of their own power, privilege and identity
- 98% of respondents agree or strongly agree that their awareness around White Supremacy Culture and its characteristics increased after Module 3



## **After participating in LEAD.....**

- 94% of respondents agree or strongly agree that they have a better understanding on the cycles of oppression
- 92% of respondents agree or strongly agree they have a better understanding of internalized oppression
- 95% of respondents agree or strongly agree that they have a better understanding of institutional and structural oppression
- 98% of respondents agree or strongly agree that they have gained an understanding of power and different types of power
- 95% of respondents agree or strongly agree that they have a better understanding to the importance of power and its connection to change
- 92.3% of respondents report that they have learned skills around leading Difficult Dialogues
- 92.3% of respondents report that they have gained tools and frameworks to lead and/or participate in Difficult Dialogues.
- 92% of respondents agree or strongly agree that they gained the knowledge and skills needed

## After participating in LEAD....

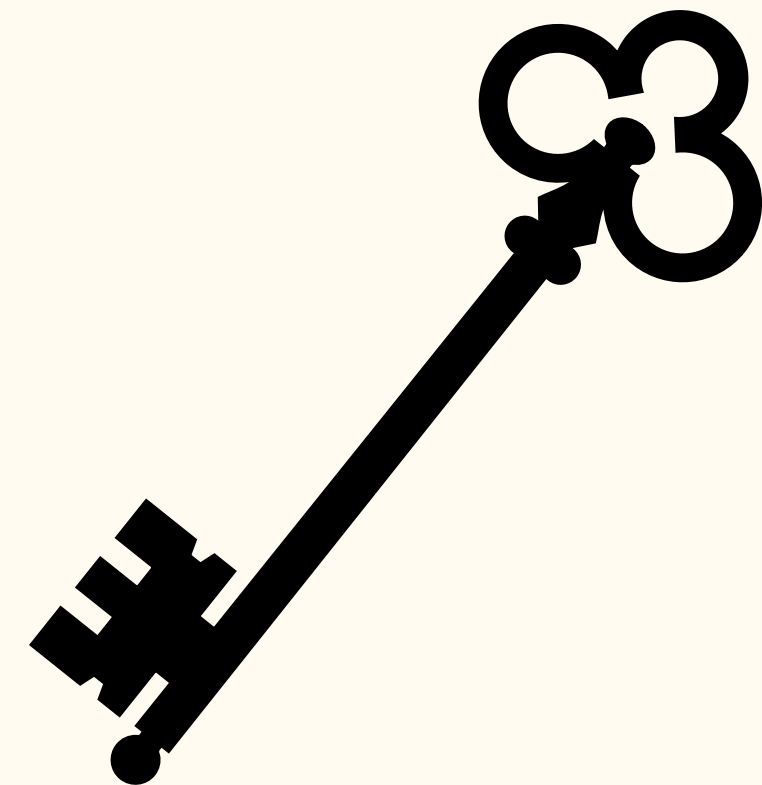
- 92% of respondents agree or strongly agree that the Module 4 coaching was helpful in their continued learning
- 90% of respondents agree or strongly agree that they feel confident in applying what they learned in L.E.A.D. to their work at the SSW
- 95% of respondents agree or strongly agree that they feel confident in applying what they learned in L.E.A.D. to their relationships.
- 98% of respondents agree or strongly agree that L.E.A.D. training motivated them to further DEI Practices in their SSW Unit





Participants report the following:

- The coaching from Module 4 helped them with reflecting on their own identities and how they can support other faculty and staff
- Coaching has provided a safe space to share and express themselves
- Some of the biggest changes they have noticed since taking this course are using person first language, increased sensitivity, checking themselves when making assumptions, and awareness of their interactions with people with different identities from their own



- “I was very impressed with the UMSSW instructors in my L.E.A.D. cohort. Far ahead of me in terms of understanding and using L.E.A.D. concepts, they were very sensitive to their interactions with students and their own limitations and learnings. It was an uplifting, revelatory, and useful experience.”
- “I wish that LEAD was set as a priority for staff. It isn’t integrated into our work but explained as an extra-curricular opportunity which is unfortunate”
- “I realized that I was very nervous during the LEAD training because I was afraid to offend anyone when I spoke. I think it was because of my lack of interactions with people who have different backgrounds from me. But the vulnerability will make me grow.”

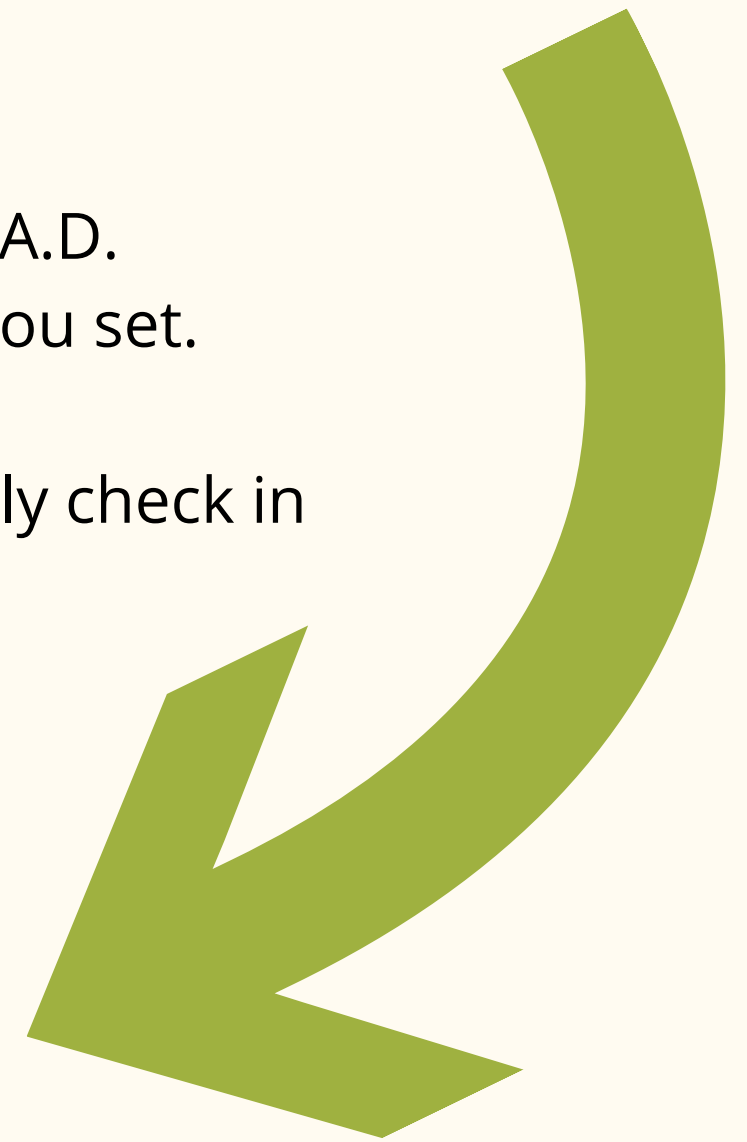
After completing L.E.A.D., participants (now called LEADers), are invited to join the **L.E.A.D. Learning Community (LLC)**.

A Learning Community is usually defined as a space for a cohort of people to align and work collaboratively around a shared goal. People are not just there to expand their knowledge but to also be held accountable to their own goals and the goals of the group.

The L.E.A.D Learning Community is a way to take the knowledge that you have attained from the L.E.A.D. Training and Coaching and apply it in applicable ways, as well as holding you accountable the goals you set.

For the 2021 - 2022 school year, the DEI Office followed up with L.E.A.D Cohort Members to personally check in on personal goals and provide resources and support. Some examples of personal goals included:

- Becoming more comfortable with having DEI discussions in the workplace and beyond
- Identifying more DEI learning opportunities
- Practicing Calling In and Calling Out
- Using a DEI Lens when in the classroom or work units
- Reading more text that focus on anti-racism and power



INTERESTED IN  
L.E.A.D.?

PLEASE CONTACT

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