

Podcast series

# Leadership in Focus

## Episode 14 - Cultural humility and leading for educational equity

### Discussion guide

The School Leadership Institute's Leadership in Focus podcast series shines a spotlight on school leaders and explores the key issues and challenges they face. This episode explores the concepts of cultural humility and understanding of diversity in school communities.

[SLI Leadership in Focus Podcast Series](#)

### Speakers

**Jioji Ravulo:** Professor and Chair of Social Work and Policy Studies in the Sydney School of Education and Social Work at The University of Sydney

**Joanne Jarvis:** SLI Director and host of the series

### Discussion points

#### For individuals

- a. Jioji discusses how the starting point for cultural humility is developing self-awareness. How would you describe the different aspects of your own personal characteristics and background in relation to diversity? How have these aspects of your lived and living experience shaped your work as a teacher and a leader?
- b. How can self-awareness and reflection enable you to connect meaningfully with others who have different personal characteristics, backgrounds and cultural perspectives?
- c. Reflect on the ways you create scope for meaningful inclusion in your pedagogy and leadership practice. How might you 'bring your light' into your practice to strengthen your equity orientation?
- d. Jioji explains that we can demonstrate humility through leaning out of the role of expert and leaning into the role of learner:
 

*You may be intrigued and /or want to learn more about what makes them different ...[but] rather than assume based on someone's appearance or your understanding of their background...you have a conversation, you build rapport and a relationship with that person in a meaningful way and it is through that exchange that cultural humility can occur.*

How could adopting a learner role and respectful curiosity enable you to develop rapport and meaningful relationships in different contexts?

### For teams

- a. Who are we? What different aspects of diversity are represented within our school's staff?
- b. Who are our students and who is in our community? What different aspects of diversity are represented within our communities? How is this changing over time?
- c. What learning might be required for our team to be able to connect meaningfully and authentically with students and communities from a position of cultural humility?
- d. Jioji points out that learning about difference is not just about satisfying curiosity but understanding how that difference can be a 'value-add' to the learning community of the school. How can this insight inform the development of strengths-based and inclusive approaches to curriculum and instruction?
- e. To provide scope for students to belong, we need to be able to have critical and curious conversations about diversity and inclusion. How might your team create the conditions for these conversations?
- f. Jioji emphasises the importance of having faith and hope in order to create inclusive and equitable educational environments. How does collective efficacy contribute towards shaping your school's vision for equity and excellence?

### For your reference

1. Jioji Ravulo interview in [Australian Educational Leader](#)
2. [Cultural inclusion in NSW public schools](#)