

Introductory Sessions On:

Emotional Intelligence & Diversity, Inclusion, and Equity Concepts

As organizations seek new ways to take advantage of the opportunities that diversity present, it is equally important to understand and respond to the new challenges that diversity presents for the various stakeholders of these organizations. While past efforts to address diversity in the workplace has focused primarily on training around key diversity and equity concepts and definitions, the LBE Project Planning Committee believes that all EBCF stakeholders can benefit from exploring the *Emotional Intelligence* issues that emerge in diverse workplaces.

Because building the capacity to understand and deal with issues of diversity and equity is an essential ingredient of this organizational development effort, the Planning Committee has worked with CATomorrow to secure the expert services of Ed Porter, a leader in the field of group dynamics and organizational development (please see the full Bio on the opposite page). Ed's introductory work in this area assists leaders to first focus on their personal perceptions and impressions and then to look at how these impact the organizational climate and culture.

Working with CA Tomorrow, Ed has already designed and facilitated introductory sessions for the planning team of staff and trustees leading this work. Expanded to include a discussion of key definitions and concepts associated with organizational change work around diversity, inclusion, and equity, the sessions will be offered to all EBCF stakeholders in October. More specifically, the 4-hour facilitated sessions (@ 12 persons per session) will take place on:

- October 2, from 8:30 AM to 12:30 PM
- October 10, from 8:30 AM to 12:30 PM
- (two sessions) October 11th from 8:30 AM to 12:30 PM and 1:00 PM to 5:00 PM

Sign-Up Sheets for the session will be available at the registration table during lunch. After that, you will need to work with Aminika Reese to schedule your session.

Leading By Example (LBE) Network Project

Ed Porter Biography

Ed Porter has been a group dynamics and organization development consultant for over 25 years working with community, school, and business groups to improve their ability to operate more effectively in pursuit of common goals. He has been a classroom teacher, building administrator, district level curriculum supervisor, superintendent of schools, and university instructor. As an internal and external change agent, Ed has worked in partnership with all stakeholders focusing on strategic planning, collaborative teaming, problem solving, conflict management, and systems restructuring. In the field of education, he has assisted districts and individual schools in improving governance practices, instruction, school and classroom climate, equity policies, and accountability systems. Ed has dealt with school reform at both the policy and the school site levels (top down and bottom up) with the goal of delivering school success for all students.

Ed Porter understands how group dynamics and emotional intelligence impact individual performance and group functioning. He also understands classroom dynamics and how each teaching technique and tool can be an enhancement or a distraction to effective teaching and productive learning. Ed has worked with scores of organizations helping them to develop more effective systems, leadership styles, governance structures, and accountability systems. In the education sector, he assists schools in narrowing the achievement gap between Asian and White students and children of color and English Language learners.

Ed. Porter has been an instructor and facilitator of professional development in many areas of curriculum from literacy skills, to curriculum development, to technology, to student behavior. He has also been a consultant to many private, public and community organizations helping them with strategic planning, team building, conflict management, management and leadership styles, deinstitutionalizing racism, and organizational restructuring. Ed loves working with people—from community and business leaders, to social and political activists, to teachers, and students. He is committed to lifelong learning and stewardship.