

## **Equity Events in Action: Fostering Leadership Identity and Efficacy Through Practice-Based Reflection**

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### **Abstract**

This session will introduce a four-part equity leadership model developed through a grant with the Stuart Foundation at SDSU in collaboration with Point Loma Nazarene University (PLNU), California Polytechnic State University, and California State University Fresno. A sequence of events was implemented at PLNU from 2020-2024 to cultivate equitable leadership efficacy in the school administrator programs. This developed model intentionally engaged candidates in structured cycles focused on real-world equity dilemmas encountered during fieldwork. Each “Equity Event” scaffolded candidate growth through a structure of Name, Notice, and Navigate. Name the equity problem, notice systemic concerns, and navigate toward responsive actions. The design is grounded in Ann Ishimaru’s equitable collaboration inquiry process and uses reflection as a catalyst for equity literacy and professional formation. Each of the four “Equity Events” align with the core themes of identity, language, disability or access, and empowered candidates in developing culturally responsive leadership identities. Through the analysis of over 100 reflections, growth was evident in candidate equitable leadership efficacy and discourse. Also noted were shifts from deficit thinking to asset-based analysis, from hesitant to confident equity aligned action. PLNU’s faith-based context added this additional perspective integrating spiritual values such as compassion, dignity, and restorative justice into their leadership practices. This session will share elements of design, artifacts, and trends to offer a relocatable structure for embedding intentional and practical equity development into school administrator preparation.

**Keywords:** efficacy; identity; positionality; agency; formation