



AR Leadership Partners

News You Can Use to *make the world a better place*

Vol. 3 Number 3, March 2024

This month's journal features a companion article from a fantastic podcast interview with Rebekah Rogers, the President of AR Leadership Partners, and longtime community advocate and educator Dr. Pia Wong. They explore together the leadership roles. Dr. Wong has held throughout her career, some of the challenges she's overcome, and the lessons-learned that are applicable to all of us who hope to make a positive difference in the world. We at ARLP with to thank you for joining us, and for being a part of the AR Leadership Partners "nation", it is our hope, that, by reading this journal and accessing the information and applying the tools provided, that you are empowered to make a difference in your life, and in the lives of others.



Women of the Sacramento Orphanage, now known as the Sacramento Children's Home, caring for the community's unhoused children, circa 1925

From the first settlers, who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung, and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength, and love of the women who built America was as vital as that of the men whose names we know so well.

-President Jimmy Carter's Message as he issued the first Presidential Proclamation designating March 2-8, 1980 as National Women's History Week.

President Carter's words in his message designating March 2-8 as National Women's History Week in 1980 initiated a formal acknowledgment of women's leadership roles in the United States and the opportunity to call out inequities that have needed to be disrupted and abolished. Subsequent presidents continued to proclaim a National Women's History week in

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March until 1987 when Congress passed Public Law, 100–9, which designated March as Women's History Month, and between 1988 and 1994 Congress passed additional resolutions, requesting and authorizing the President to proclaim March of each year as Women's History Month.

Since 1995, the National Women's History Alliance publishes the yearly theme for Women's History Month. In 2021 the Alliance captured the spirit of those challenging times since many of the women's suffrage, centennial celebrations originally scheduled for 2020 were curtailed; the Alliance extended the annual theme for 2021 to “Valiant Women of The Vote: *refusing to be silenced*”. This year, the National Women's History Month theme is “*Women Who Advocate for Equity Diversity and Inclusion*”. The theme recognizes women throughout the country, who understand that, for the future success and well-being of our national community, we need to eliminate bias and discrimination from our lives and our institutions. During 2024 we will recognize the examples of women who are committed to embracing everyone and excluding no one in our common quest for freedom and opportunity. Women know that our national community can eliminate bias, inequity, and exclusion with the help of united families, teachers, and friends; and the young people in particular need to learn the value of hearing from different voices with different points of view.

Throughout the month and beyond we at AR Leadership Partners will show our respect and appreciation for the leadership roles women have carried throughout our country's history. As allies we can challenge men to acknowledge our society-sponsored privilege, to actively advocate for women in the workplace, and to have honest dialog among men about how we can challenge and disrupt the patriarchal systems that oppress women.

Warmly,

A handwritten signature in cursive script that reads "Alan Rogers".

Al Rogers, Ed.D., CEO and Co-Founder
AR Leadership Partners

How Personal Values, Life-long Learning, and Scholarship Can Cultivate Authentic Democracy

Dr. Pia Lindquist Wong's career illuminates the opportunities to harness personal experiences and values to fuel lifelong personal development, scholarship, and community transformation. Having been raised in a bilingual, bicultural environment that valued diversity and democracy, Dr. Wong's pathway might seem to some as a somewhat obvious manifestation of a forgone set of conclusions. Those assumptions would be categorically incorrect.

At a very young age, Pia Wong's life path was significantly impacted by her father's untimely death. The experience of her father's passing informed Pia's sense of empathy and compassion for others; these became core values that strengthened her capacity to create friendships and partnerships with people of different cultures throughout the world. These values were further nurtured by her mother and stepfather who helped her experience different cultures and the importance of actively engaging with life. A world traveler, athlete and scholar, by her twenties she had become a multilingual person speaking three languages, and had formed a service theme for her career: equity, access, and democracy supported by ongoing education leads to life-affirming results for individuals and communities.

Dr. Wong completed graduate school earning her Ph.D. from Stanford University. She became inspired by the work of scholars in the Bilingual/Multicultural Education Department (BMED) at the California State University at Sacramento (CSUS). She eventually joined BMED as a faculty member, prompting the first of her three most important career-influencing experiences – collaborating with like-minded, mission-drive colleagues, specifically putting into practice theories on the value of training and hiring teachers of color to serve in multicultural, bilingual communities. Dr. Wong's work in this department was challenging, new to the

The work of teacher credentialing aligned closely with Dr. Wong's personal values and

field and affirming as it coincided with her ongoing scholarship and community development service in Brazil. This work, influenced primarily by Paulo Freire and his ideas of liberatory education, involves collaboration with teacher educators in Brazilian universities.

Community leaders who are also scholars have always grappled with the questions of how to strengthen democracy through education. Dr. Pia Wong leaned in on the social and academic challenges of equity and access in education integrating her work and personal life. With her husband she provided her two children the experiences of traveling throughout the world, learning new cultures and seeing first-hand how access to education can facilitate equity in a world designed to inequity. It was during this chapter in her life that Dr. Wong experienced the second most influential period of her career. She became the Chair for the new Teaching Credentials Department, which united three different departments (including BMED) and focused all on addressing community-level equity issues by providing high-quality teaching and learning via well-prepared teachers in public schools. The work was stressful for all involved and it was during this period that Dr. Wong refined her capacity to maintain psychological safety and stability for pre-service and newly credentialed teachers, and for their professors as they took on public service as educators.

commitments to cultivating equity through education and propelled her along the

leadership path to the third most influential role and stage of her career in service. She became the University's Associate Dean of the College of Education in 2017. Having seen first-hand her stepfather's commitment to democracy in communities throughout the world Dr. Wong was eager to lead the College of Education in expanding its services to include tight partnerships with public school districts working on real-world problems. "We're not as dedicated to your teachers and students as you are" she said recently, "But we're the second most dedicated". Buoyed by the Department's commitment to cultivate synergistic relationships with districts, the College, under Dr. Wong's active leadership, took on

in partnership, thorny tasks like community-led equity-based funding decisions, and hiring, supporting, and retaining teachers of color who reflected the culture(s) of the students they were to teach. Dr. Wong recalls the faculty and she became the consultants working alongside district leadership rather than hiring outside experts from well established international firms. This important shift in the University's approach to service strengthened organizational affinity between the University and public school districts to generate policy-level changes while enhancing equity and access for multicultural learners and their teachers in urban environments.

Dr. Pia Lindquist Wong's example illustrates how strongly held personal values can nurture a career characterized by lifelong learning, development, and public service. She shared that she had not wanted to be a professor and could not see herself satisfying her personal values and commitments to service from an "Ivory Tower". That Dr. Wong focused her scholarship and leadership on equity and access to support true democracy in urban communities means her body of work is both instructive and inspiring.

The Three Drivers of Equity Leadership

Equity leadership is the practice of merging the practices and principles of DEIB, Psychological Safety, and ARLP's Quantum Learning Leadership. We apply these elements at three levels to generate sustained and continuously improved outcomes for individuals, teams, organizations, and the organization's internal and external clientele.

How can you ensure your teammates and your clients have a consistently high-quality experience? When things don't go well professional competence is often cited. Almost as often negative experiences are blamed on intolerance and bigotry. Sometimes, the psycho-emotional status of the service providers and/or the client is blamed as the cause the negative result. The answer is that all three can be true, to varying degrees.

Equity leadership is ARLP's process of blending Quantum Learning Leadership practices at the organizational level, DEIB at the dynamic team level, and psychological safety at the level the individual member of the team. We use this multilayered approach to develop sustainable, durable solutions. Engage with ARLP to learn how we can support you in applying these practices to support sustainable scaling and growth in your organization while stabilizing and strengthening your team.



AR Leadership Partners

JOIN US ON OUR JOURNEY OF LEARNING AND SERVICE IN 2024

AR Leadership Partners is committed to service. We work with Business, Government, Nonprofits, and Education to make the world a better place. Our work often involves strategic advisory to executives and their teams as well as technical assistance on systems that need improvement, innovation, or creation. Our work always involves learning and development. If you go to our website you'll find lots of resources and a chance to partner with like-minded folks who are interested in making a difference. We hope to see you there soon:

www.arleadership.org

Warmly,

A handwritten signature in cursive script that reads "Alan Rogers". The ink is dark and the signature is fluid and legible.

**Alan Rogers, Ed. D., CEO
AR Leadership Partners**

A handwritten signature in cursive script that reads "Rebekah Rogers". The ink is dark and the signature is fluid and legible.

**Rebekah Rogers, CoFounder; President
AR Leadership Partners**