

Relationship- Based Leadership

Centering Connection in Early Childhood and Beyond



DC EARLY EDX

DCEARLYEDX.ORG

I WAS **COMMITTED** TO SOCIAL
JUSTICE AND I WAS ANGRY
AND **DEEPLY HURT** BY
OPPRESSION.


HOW MANY OF YOU...

Were initially drawn to this field because you wanted something better for the next generation of young people?

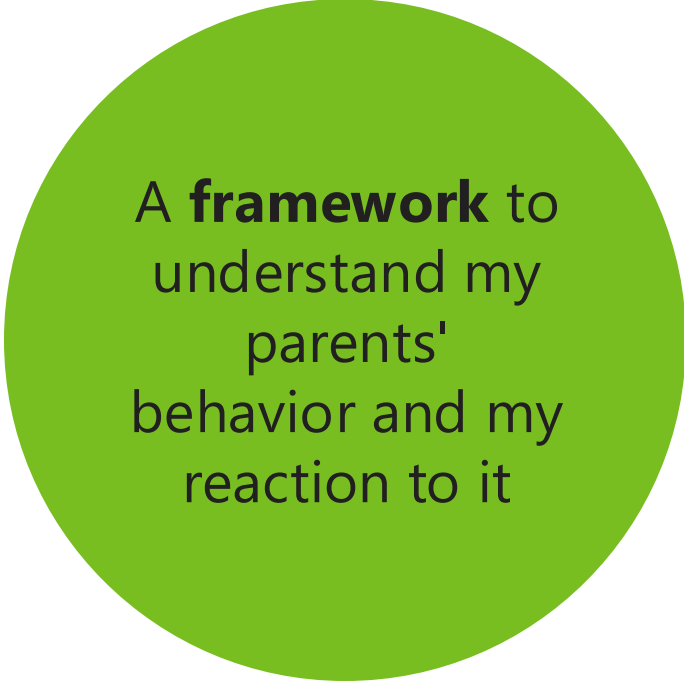
Want to be part of transformational change in ECE?

Are seeking new tools, language, or frameworks to bring about sustainable and transformative change?


Are ready to do your own healing work, recognizing that systems change starts with you?



A **language** to talk about what happened



A **framework** to understand my parents' behavior and my reaction to it



A **practice** to heal that harm and transform the system



PRESENTED BY

Nanci Luna Jiménez

Founder & President
Luna Jiménez Institute for Social
Transformation

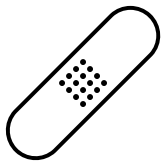


Relationship-Based Leadership

Centering Connection in Early Childhood
and Beyond

The Social Transformation Framework

Everyone is good.
Everyone is hurt.



Adultism is the training ground for all other oppression.



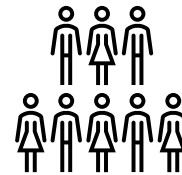
We are born with everything we need to heal.



Connection is foundational to healing and systemic change.



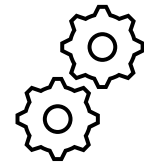
Systems are made up of people.



Everyone is born a leader.

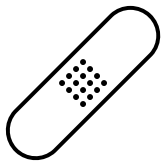


When we heal, we transform ourselves and the systems.



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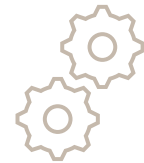
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PEOPLE ARE **NOT**
THEIR PATTERNS.

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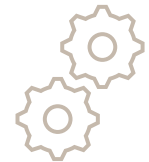
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ADULTISM:

The systematic and institutionalized mistreatment of young people.

ADULTISM HURT US BY



Treating us as inferior to adults



Interrupting our ability to heal from this mistreatment



Gaslighting us that adultism doesn't exist

Join My Afternoon Session at 1:30 PM

The Missing Piece in Your ECE Work

Understanding Adulthood
and How to End It

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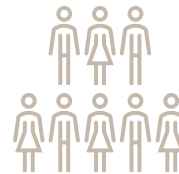
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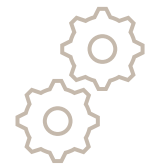
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**HEALING HAPPENS WITH
STRUCTURAL SUPPORT.**

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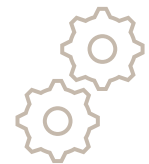
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Emotional healing supports us to (re)connect to ourselves and each other.

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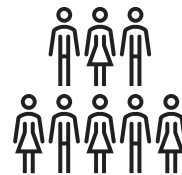
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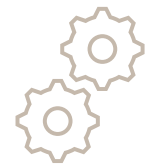
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**SYSTEMS CHANGE
STARTS WITH YOU.**

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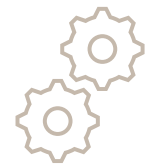
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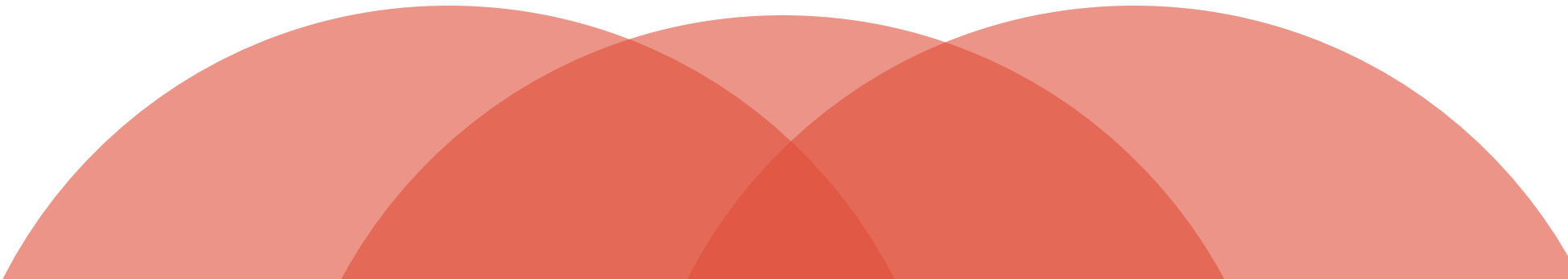


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“Leaders decide to act in a way that makes things go well by thinking about the group as a whole as well as the individual group members — including themselves as the leader.”

Nanci Luna Jiménez

**WE'RE THE ONES WE'VE
BEEN WAITING FOR.**

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A REGULAR HEALING PRACTICE WILL SUPPORT:



Transformative
change



Innovative
change



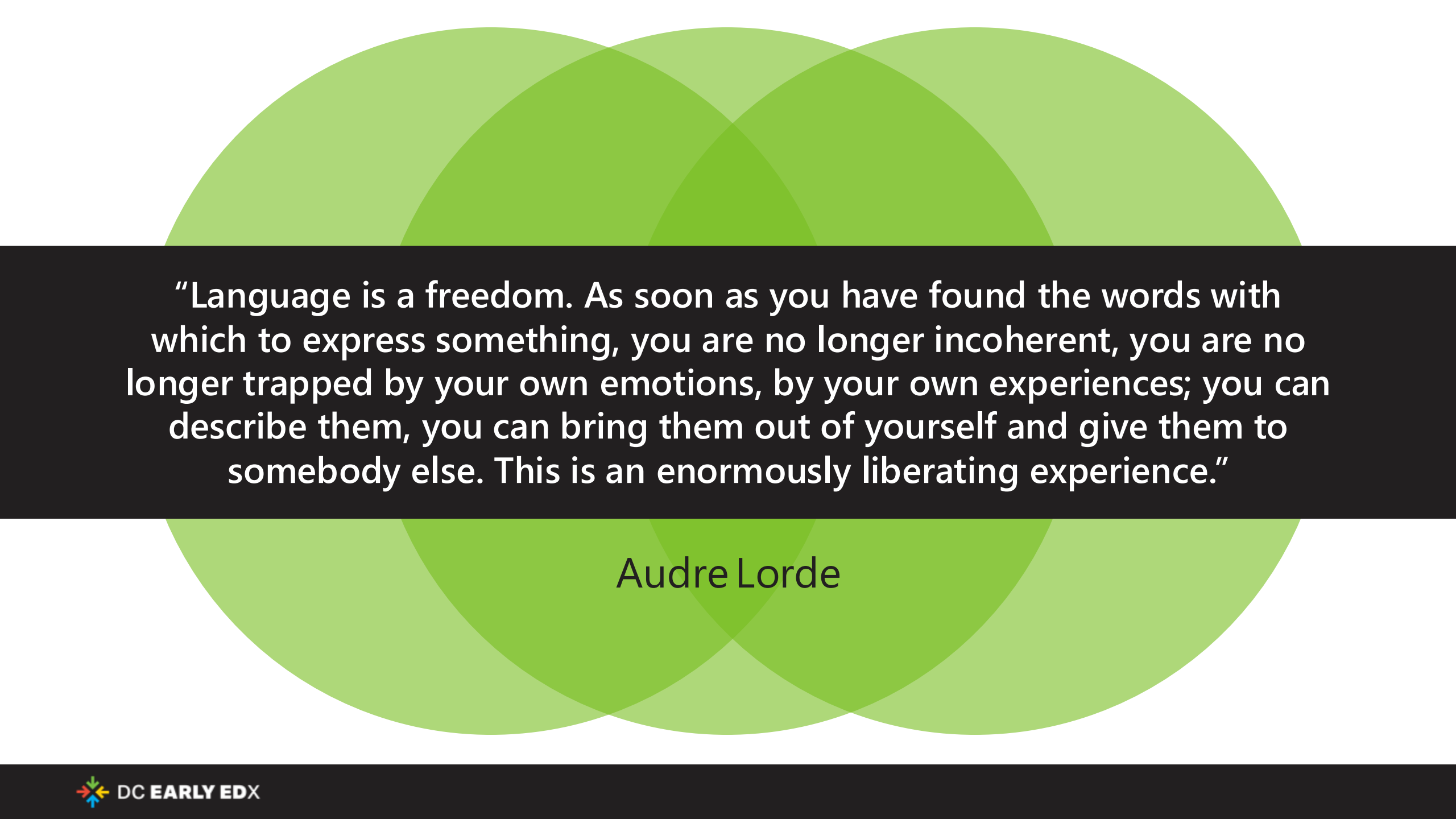
Sustainable
change

When we **heal together**
from the harms of
adultism, we **reclaim our
innate power to lead**,
break cycles of
oppression, and co-
create communities and
institutions where all life
will flourish.



The Scheme of Cognitive & Ethical Development

Shifting Frames of Reference



“Language is a freedom. As soon as you have found the words with which to express something, you are no longer incoherent, you are no longer trapped by your own emotions, by your own experiences; you can describe them, you can bring them out of yourself and give them to somebody else. This is an enormously liberating experience.”

Audre Lorde

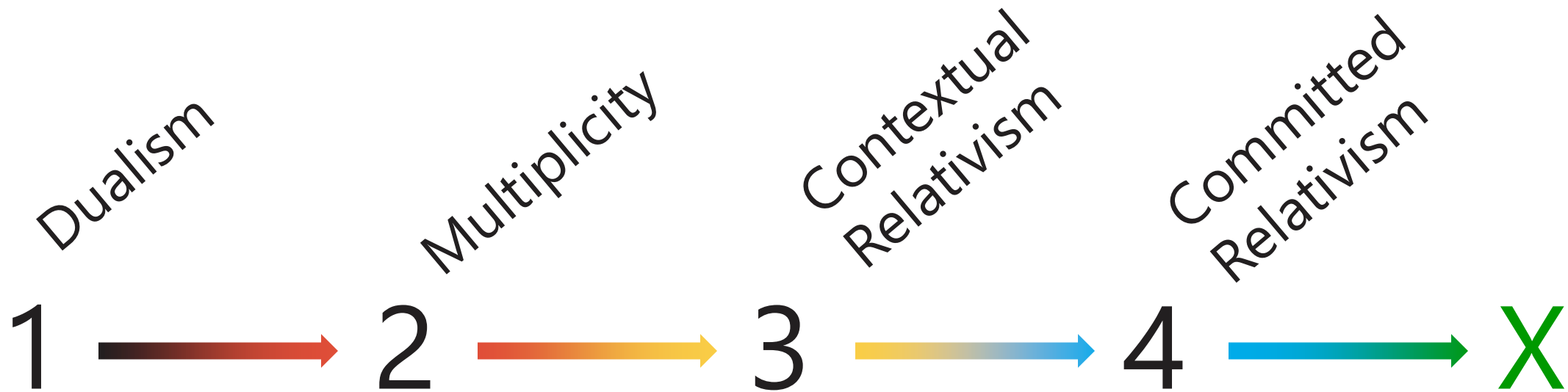
LJIST'S TWISTS

We believe
development
is **not linear**

We
acknowledge
oppression and
power
imbalances

We center the
role of
emotions

The Scheme of Cognitive & Ethical Development



Perry, W.G., Jr.: "Cognitive and Ethical Growth: The Making of Meaning." In A. Chickering and Associates, The Modern American College. San Francisco: Jossey-Bass, 1981, Chapter 3, pp. 76-116.



*Get the
Centering Relationships for Systems
Change Digital Course*

Dualism

Fear-based,
rigid reaction



Good vs.
bad / Right
vs. wrong



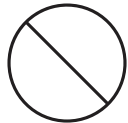
Project
"deviance"
or
"abnormal"
onto others



Rely on
higher rule,
regulation,
or authority



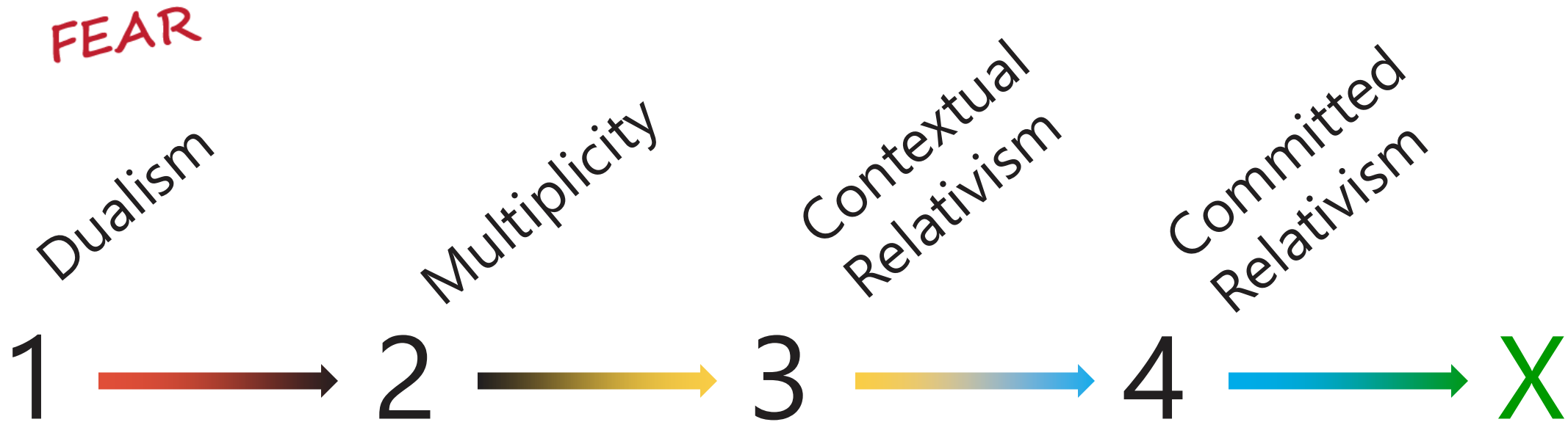
Unable to
imagine
creative
alternatives





**If you're not part
of the solution,
you're part of the
problem.**

The Scheme of Cognitive & Ethical Development





Some people have a U.S. experience in the vicinity of other countries.



**DUALISM CAN HIJACK US
IN ANY CONTEXT.**

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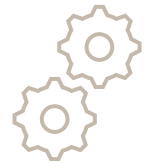
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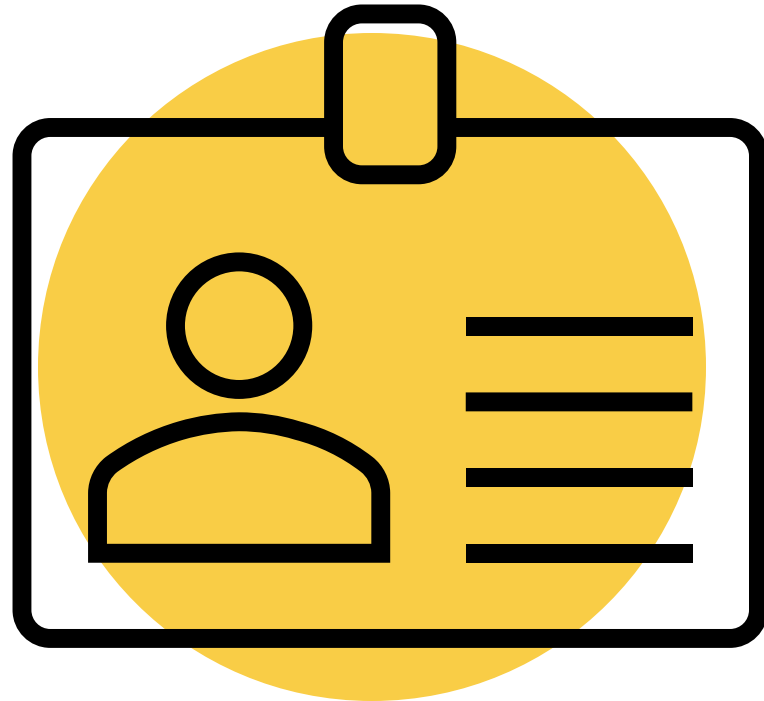


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I invite you to show up not as roles and titles, but as human peers.



TIME TO PRACTICE!

Find a partner.

CONSTRUCTIVIST LISTENING:

Confidential, timed listening activity where Speaker and Listener have the same amount of time in both roles

(Term Coined by Julian Weissglass)

CONSTRUCTIVIST LISTENING GUIDELINES



Speaker owns the time



Listener listens with undivided attention



Maintain confidentiality

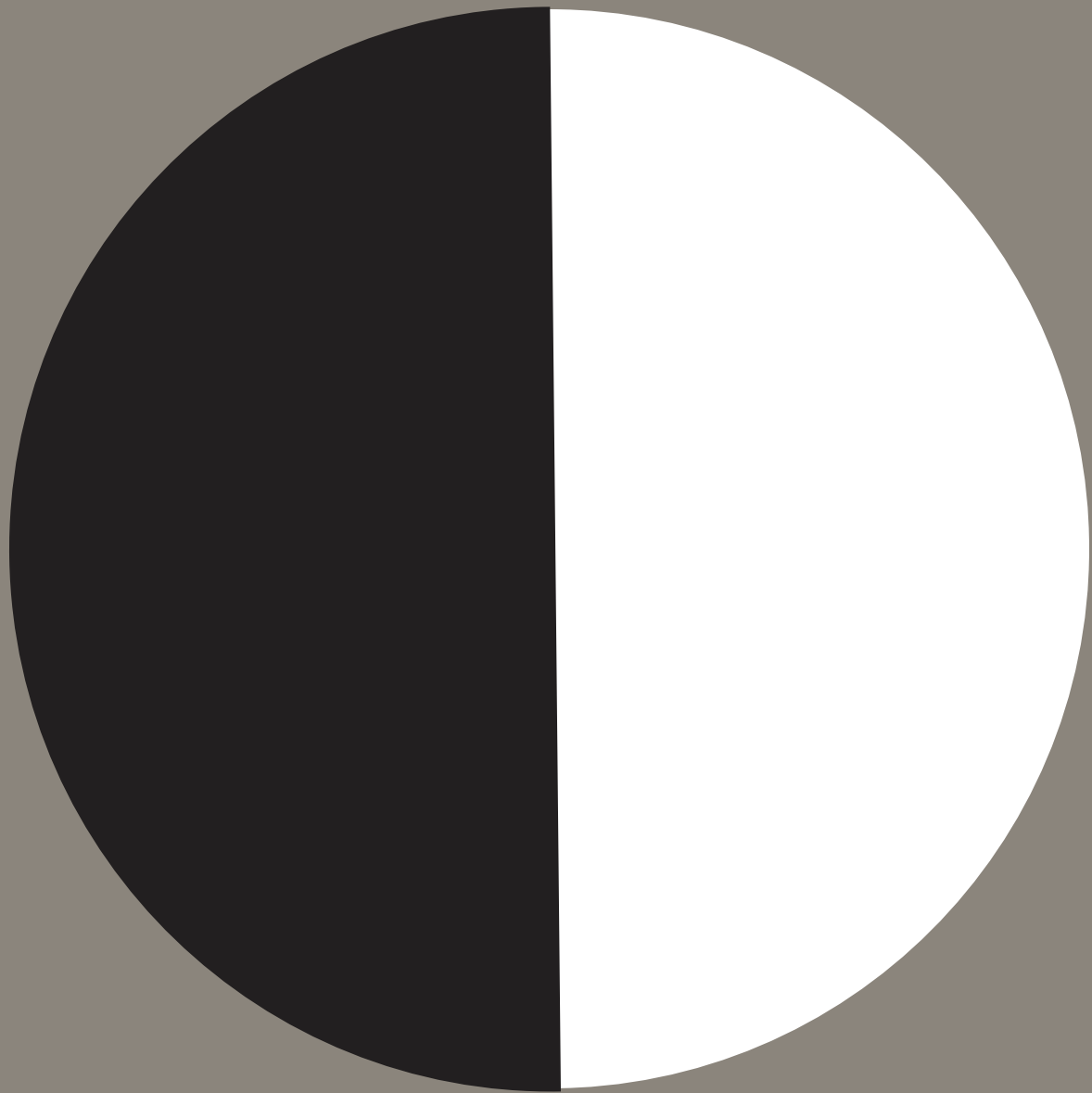


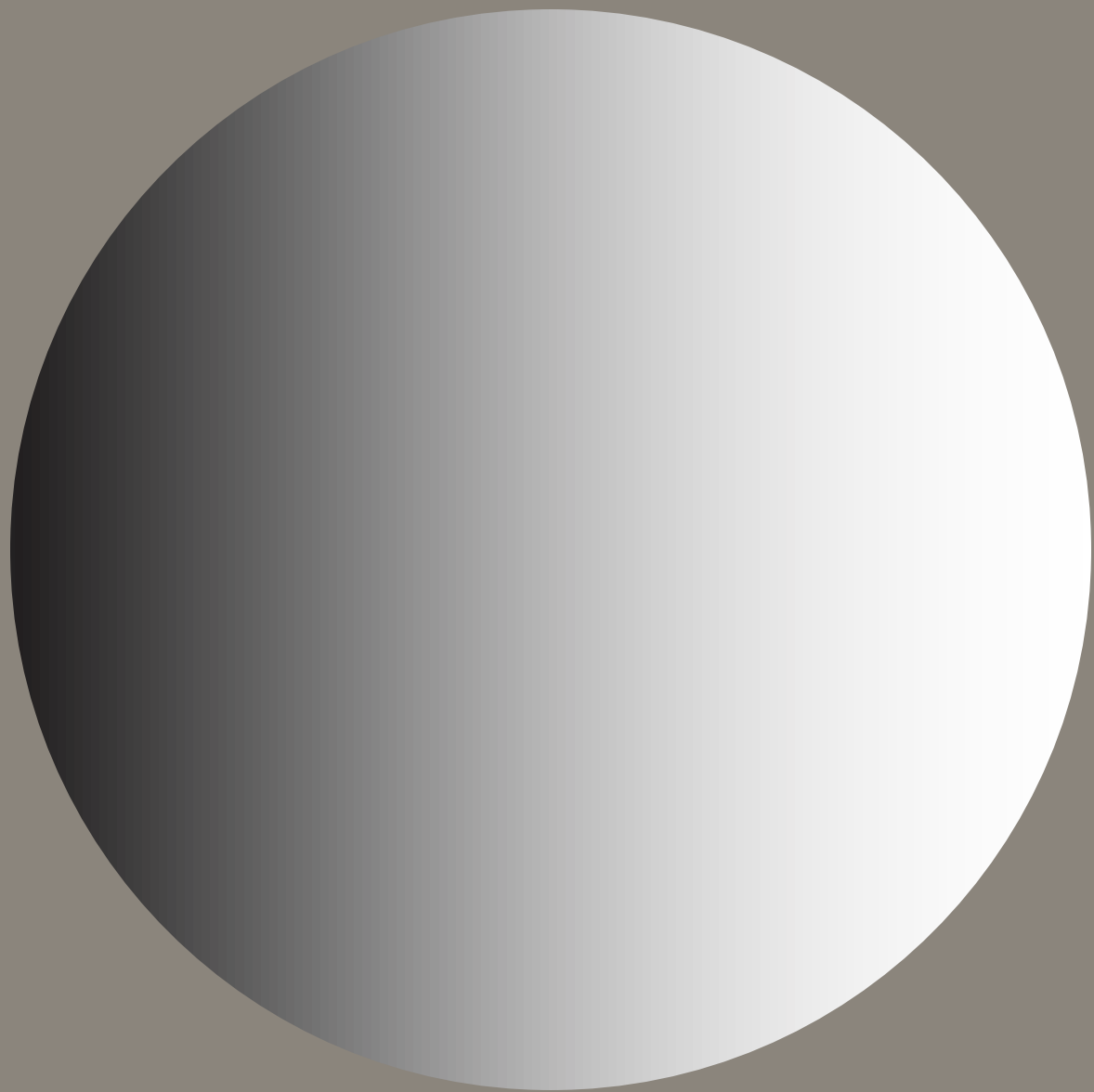
Sit knee-to-knee and have nothing in your hands



Speak in your heart language (language you dream, curse, count, or pray in)

Where has your
dualism, righteousness,
and/or rigidity, kept you
from being in
relationship with
someone in your life?





Closing

Next Steps and Saying "Goodbye"



Please Complete Your Paper Evaluation



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LUNA  JIMÉNEZ
INSTITUTE FOR SOCIAL TRANSFORMATION



STAY IN TOUCH

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