

Seeding Disruption



brings together a diverse group of leaders in Washington, DC, to generate, seed, and catalyze disruptive practices for the purpose of dismantling systems of racial inequity.

As a result of their participation in Seeding Disruption, alumni feel comfortable reaching out to cross-sector leaders they never would have met had it not been for our convenings. They are designing and navigating systems with a focus on equity that elevates the input of those most impacted by their work. Their grounding in the history of DC systems yields thoughtful solutions that disrupt the inequitable patterns of the past.

SEEDING DISRUPTION'S IMPACT

85%

of alumni report effecting change to policies or practices at their organization after participating in Seeding Disruption.

95%

of alumni continue to collaborate with other alumni after finishing Seeding Disruption.

More than 50%

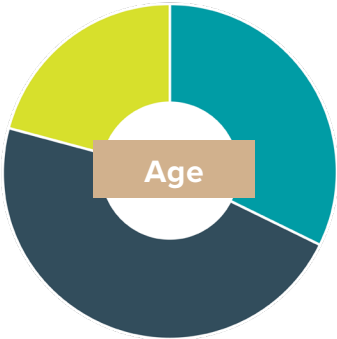
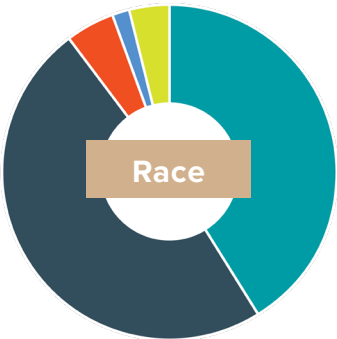
of alumni report shifts in workplace culture at their organization connected to their participation in Seeding Disruption.

More than 50%

of alumni have consulted another Seeding Disruption alumnus for advice.

SEEDING DISRUPTION BY THE NUMBERS

- Black/African American
- White
- Asian
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander



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“More than anything, being able to practice, talk about, learn, and expand my understanding of the inter-connectedness of our work and how it is or is not tied into systemic issues helped to build upon my understanding and comfort level with talking about systemic inequities.

I gained new language and expanded understanding that I use in my everyday work.”

— ELOISE RUSSO, SEEDING DISRUPTION COHORT II

About Seeding Disruption

Seeding Disruption is a Washington, DC-based fellowship designed to build knowledge, skills, and community across racial difference and professional fields and to catalyze movement towards racial equity, with a central focus on children and youth.

Our PK-12 educational organizations overwhelmingly reflect and reinforce the patterns of racial inequity upon which the broader systems of our country are built. And analogous challenges exist across every arena that intersects with public education — from criminal justice and housing, to transportation and health. Moreover, the interactions of these other areas with public education often serve to mutually reinforce the inequities that fester within each individual arena.

As professionals whose work directly impacts the lives of children and youth, we seek to intentionally disrupt these patterns in ways that will contribute to the dismantling of existing systems and rebuilding of more equitable ones.

Fellows gather quarterly for a productive dinner together, followed by a full-day session building on their rapport and digging into the realities of the childhood experiences that we create as leaders in our communities. These conversations build relationships and make plain the issues that too often are siloed by fear and lack of context. Seeding Disruption itself disrupts these patterns that keep us in the status quo.

