

## Appendices

### Appendix A

#### *Invitation Tool for Collective*



**Appendix B***Collective Session by Topic, Negotiation, and Date*

Collective Session #	Planned Topic	Collective Negotiation	Date (2021)
1	Discuss collective aims and hopes for project	Changed from twice-a-month sessions to once-a-month. Shifted from collective member facilitation	February 25 <sup>th</sup>
2	Collective action in partnership with students and families	PD facilitators that claim to forward equitable aims, but their actions do not emulate equity.	March 25 <sup>th</sup>
3	Educational policy that bolsters justice-oriented efforts	Black and Indigenous healing and joy	April 29 <sup>th</sup>
4	Envisioning and imagining what structures we must have to ensure equity in education for our Black and Brown students	Co-created space to unpack a collective member's recent experience with someone defining racism solely on an individual level	May 27 <sup>th</sup>

**Appendix C***Categories for Coding References*

Envisioning and Building New Futures		
Category Name	Description	# of Coding References
Challenging racist policies	Educators' acts of resisting racism in educational policy or society.	124
Grassroots, movement, coalition-building to capture power	General activities to capture political power for transformation.	57
New structures, systems, and policies	Black and Indigenous educators envision equitable futures beyond our current realities.	93
Circumvent systems	Educators discussing how they act to resist systems beyond the classroom.	100
Intersectional work	Educators describe the intersections of race and other forms of oppression	46
		Total: 420