



BOARD OF EDUCATION

April 22, 2019

To Whom it May Concern:

This letter serves as my enthusiastic recommendation for Dante King, an outstanding practitioner, scholar, and dedicated leader of Implicit Bias training. Dante has years of leadership experience in educational and urban organizations, with an emphasis on systems transformation with a critical equity lens. His efforts training civic and educational leaders have earned national visibility, and he has won numerous awards and recognitions of his transformative efforts. Mr. King models inclusive leadership, effective teaching, and engaging, thorough training of employees across organizations.

I have known Dante for the past three years, working closely with him when we hired him to provide Implicit Bias training for all non-certificated staff. Dante was responsible for fostering organizational development throughout our district, leading systems-level improvement efforts from the Office of the Chief of Staff and developing a train-the-trainer model to sustain the work. We were particularly pleased about Dante's deep and thorough subject-matter knowledge, as well as his pedagogical skills as demonstrated by checking in with participants, creating an inclusive learning environment, and building trust among session members.

Dante King has an intense focus on instructional leadership across all organizational levels; his model of managing Implicit Bias using a lens of white supremacy and the national laws that support those systems integrates leadership and student-based voices into training sessions. As a result of his deep content knowledge, Mr. King is seen as a local leader, integrating equity into conversations that are usually devoid of that lens at a civic and educational level.

For our organization, Dante has helped re-engage the effective leadership debate that has plagued this organization for decades through his work in deepening operating definitions of leadership across difference. Dante is an engaging and outstanding instructor; I personally observed Dante's instruction on a number of occasions and found him to be one of the few instructors who can balance delivering serious and somber content with an empathetic awareness of the impact the work is having on session participants. His applied, hands-on course engaged participants' thinking about their professional contexts, and helped employees apply lessons learned to increase personal proficiency in managing their own biases, especially as it related to interpersonal communication. Dante helped educators clarify processes for continual, ongoing learning – which is necessary for this subject matter.

To that end, I enthusiastically recommend Dante King for this new endeavor. Please let me know if I can offer any additional clarification of Mr. King's background, relevance, and commitment to helping employees manage responses to Implicit Bias.

Sincerely,

Jumoke Hinton

Jumoke Hinton, Director

District 3

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