ROOTS

A LEADERSHIP EXPERIENCE FOR WOMEN OF COLOR LEADERS IN EDUCATION

Leadership
isn't just about
what you do.

*It's about what
you carry.*

CREATED BY:
Dr. Debra Griffith

WHY ROOTS EXISTS

I thought it was just me.

For years, I thought what I was experiencing was just part of leadership.

For much of my career, I thought I had to lead a certain way. I thought asking questions might make people think I wasn't prepared. I thought admitting I didn't have all the answers would make me look weak. I carried more because I believed I had to. I wasn't just representing myself. I was representing other women of color.

Even when I was the only woman of color, or one of only a few, I didn't always feel like I could say what I was really thinking. I questioned myself. I wondered if what I was experiencing was real. And because no one was talking about it, I thought it was just me.

Here's what I've come to understand one thing...

Women of color don't begin their careers doubting themselves

The doubt is cultivated.

It doesn't happen because of one defining event.

It happens through the accumulation of repeated experiences over years.

Every microaggression.

Every time we have to prove ourselves again.

Every promotion that never comes.

Every salary inequity.

Every meeting where we're interrupted.

Every time we're told we're too much, too direct, too emotional, or not "executive" enough.

Together, they cultivate conditions that can disconnect us from our own leadership wisdom.

THE ROOTS EXPERIENCE

How Women Move Through ROOTS

You always have always had it inside of you.

The systems we've lived and worked in cultivated the conditions that caused you to question it.

ROOTS creates the conditions to bring it back to the surface.

What have you been taught to believe about yourself, and is it actually true?

01

RECOGNIZE

Examine the difference between what is true about you and what inequitable systems have caused you to question.

02

REFLECT

Reflect on what you've been carrying, where it came from, and whether it still serves you.

03

RECLAIM

Reclaim trust in yourself, your judgment, your voice, your power and your way of leading.

04

RECONNECT

Reconnect with yourself and with a community of women who understand what it means to lead in inequitable systems.

Women Leave ROOTS With:

- A deeper trust in themselves and their leadership.
- Practical tools for navigating inequitable systems without losing themselves.
- A trusted community of accomplished women of color leaders.

ROOTS, In Thier Own Words

Participating in Dr. Griffith's inaugural ROOTS cohort has been enlightening. It's amazing to be in the presence of so many smart and talented women of color who are facing similar challenges in the workplace. It reinforced that I am not alone in my feelings of self-doubt, even in the face of overwhelming evidence that we are all delivering for our institutions at very high levels.

SHANNON MIRABELLI-LOPEZ

As a Latina and first-generation professional, I spent much of my career feeling like I couldn't find other leaders who truly understood my experience. ROOTS changed that.

It gave me a space to see myself in other women, connect with leaders who get it, and be reminded that I can keep growing and reaching for more without losing who I am in the process.

SAMANTHA HERNANDEZ

In just a few sessions, my mindset shifted. I no longer felt isolated in what I was experiencing as a Black woman professional. I felt heard. I felt seen.

Sharing experiences with women who understood what I was navigating helped me see my strengths differently and gave me the confidence to pursue more for myself.

DR. KEVINA BROWN

Learn More About ROOTS

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JOIN THE NEXT ROOTS EXPERIENCE

APPLICATIONS OPEN:
UNTIL COHORT IS FULL

PROGRAM FEE:
$2,750

PROGRAM FEE DUE:
AUGUST 24, 2026

Many participants use professional development funds from their college, university, school district, or organization to participate in ROOTS. Flexible payment plans are also available.

ROOTS doesn't change who you are. It helps you remember.