

## LEADERSHIP & DEVELOPMENT (L&D) AT THE MARCY LAB SCHOOL

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### **CORE VALUES**

#### ***What is L&D and The Marcy Lab School?***

1. Identity Development
2. Leadership & Mindset Coaching
3. Career Fluency

#### ***Why do we focus so much on leadership and identity at a coding bootcamp?***

The concept of leadership is central to everything we do at The Marcy Lab School. We promise to help our fellows prepare for the professional world! This means understanding the systems that they are entering fully and being able to successfully navigate those spaces beyond their time in the fellowship. Who each of our fellows are and where they come from is an asset - their empowered story is something to contribute to each of the spaces they enter. By spending time on leadership and identity development, we are cultivating conversations with our fellows that allow them to question the systems that they are a part of and to critically think through what meaningful change can be in any opportunity they pursue beyond their time at Marcy.

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### **CURRICULUM OVERVIEW**

#### ***Unit 1: Our Words are Our Worlds***

We start the year intentionally by centering on our fellows' stories, identities, values, and their understanding of themselves as whole people. In Unit 1, fellows seek to answer the essential questions: "What brought me here?" "Who am I?" and "Why am I amazing?" We spend time in this unit clarifying the values that guide us, we engage in activities like personality tests and memory brainstorms, and students give language to their individual strengths, aptitudes and areas of growth. Side by side, we define "Intersectionality" as a lens for the year, and begin to understand the unique and multiple social identities that make us who we are and practice storytelling to one another, start to understand their strengths, and to finally deepen and invest our connected community. Unit 1 closes with fellows writing their "Mosaic of Me" giving language to the experiences that have brought them to who they are today, what brought them here, and why they are amazing.

Topics Include: <ul style="list-style-type: none"><li>• Building Our Brave Space</li><li>• Social Identities &amp; Intersectionality</li><li>• The Cycle of Socialization</li></ul>	Anchoring Texts: <ul style="list-style-type: none"><li>• James Baldwin - "<a href="#">A Letter to My Nephew</a>"</li><li>• Bobbie Harro - "<a href="#">Cycle of Socialization</a>"</li><li>• bell hooks - all about love</li></ul>
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#### ***Unit 2: Knowledge is Power - Systems of Oppression, Privilege and Power in America***

As James Baldwin poignantly says, "The paradox of education is precisely this—that as one begins to become conscious one begins to examine the society in which he is being educated." This is our purpose in Unit 2. After our fellows have started to reflect and define who they are and the lived experiences that

have shaped them, we step back, define, reflect on and explore the systems that permeate "freedom" and "opportunity" in this country. This is intentionally the longest unit of the year- as our fellows' and their families' lived experiences have been dictated by the systems that govern our society from many different angles. Inspired by the foundational works of Critical Race theorists like Beverly Tatum and Michelle Alexander, Unit 2 is dedicated to supporting our fellows by training them as empowered leaders in a diverse society, with a deep understanding that the only way to undo racism is to identify it, describe it, and ultimately, dismantle it.

<b>Topics Include:</b> <ul style="list-style-type: none"> <li>Defining Systems of Power</li> <li>Prejudice versus Racism</li> <li>Systemic Oppression and How it Operates</li> <li>Criminal Justice and Mass Incarceration</li> </ul>	<b>Anchoring Texts &amp; Media:</b> <ul style="list-style-type: none"> <li>Ta-Nehisi Coates - <i>Between the World and Me</i></li> <li>Beverly Tatum - "The Smog" and "<a href="#">Defining Racism: Can We Talk?</a>"</li> <li>Isabel Wilkerson - "<a href="#">America's Enduring Caste System</a>"</li> <li>Michelle Alexander - <i>The New Jim Crow</i></li> <li>"<a href="#">The 13th</a>"</li> </ul>
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### Unit 3: Gender and Sexuality

In Unit 3, fellows explore the roles that gender norms play in our society at large, and how socialized gender norms have shaped their own ways of being. In Leadership Seminar, we unpack the gender binary (what it means to be "male" and "female"), learn the significance of making space for femme voices, think through how gender inequity shows up in the Tech Sector, and finally, they learn to incorporate gender inclusive language into their daily lives. Side-by-side with gender studies, this unit spotlights queer, trans, gender non-conforming and non-binary voices, bringing in all perspectives on this topic. Finally, through the learnings of this unit, fellows are provided with the safe space to explore their own gender and sexuality through our collective learnings as a community.

<b>Topics Include:</b> <ul style="list-style-type: none"> <li>The Gender Unicorn</li> <li>Socialization of Gender and Sexuality</li> <li>Queer Erasure</li> <li>LGBTQ+ Histories in the U.S.</li> </ul>	<b>Anchoring Texts &amp; Media:</b> <ul style="list-style-type: none"> <li>Bobbie Harro - "<a href="#">Cycle of Socialization</a>"</li> <li>BBC News - "<a href="#">Gender is fluid in my culture</a>"</li> <li>Audre Lorde - "<a href="#">The Master's Tools Will Never Dismantle...</a>"</li> <li>Rabih Alameddine - <a href="#">Break</a></li> </ul>
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### Unit 4: Career Fluency

Starting with resumes and interviewing, Unit 4 is focused on getting fellows ready to apply to and interview for software engineering jobs. Fellows will have the opportunity to build their resumes from the ground up, highlighting the software projects and skills they have gained through their time at Marcy Lab first, among other work and school experiences. In addition, this unit is where we come back to those essential questions from Unit 1 ("What brought me here?" "Who am I?" and "Why am I amazing?") as a starting point for fellows to share their unique, empowered stories in an interview setting. Through research, writing, and practice, fellows will ultimately be prepared to launch their job search process, elevating their narratives each step of the way.

Topics Include:

- Intro to Networking and LinkedIn
- Breaking Down the Job Description
- Resume Writing Workshop
- Mastering “Tell me about yourself...”
- Behavioral Interview Practice

### **Unit 5: Financial Literacy with Stash101**

In partnership with Stash, Unit 5 is made up of lessons from the Stash101 financial literacy curriculum and has been designed to support our fellows with managing their own finances before they launch careers as full time software engineers. This unit ties directly back to the Marcy Lab mission of helping our fellows access high-paying careers in tech to build transformative wealth for themselves and their families. Through this unit, fellows begin to explore their relationships to money, how parts of our identities, choices, and lives have been shaped by money, and bring awareness to individual and personal relationships with money for building healthy habits. Beyond analyzing their own perceptions of money and wealth, fellows will actively apply lessons on budgeting, building strong credit, and investing within a simulated financial platform with Stash101.

Topics Include:

- Building a Budget
- Understanding Your Company Benefits
- All About Credit
- Investing and Diversification
- Behavioral Finance

### **Unit 6: The Path Forward - The Engineers Our World Needs**

In Unit 6, fellows bring their social justice, career fluency, and technical foundations together with our "Civic Tech" unit. Fellows learn how technology powers and impacts our society and working democracy. Through these conversations, fellows gain schema and language about how their digital skill sets can shape and impact policy and impact the issues their communities face. Our fellows close their year with a "[Civic Tech Hackathon](#)" where fellows are paired with influential mentors in the Civic Tech space, and team up to create full stack applications that solve problems for their communities. Bringing together their professional development, fellows also present their final projects at Demo Day to our larger community and extended network.

Topics Include:

- Algorithmic Bias in Technology
- Civic Technology - Building for Your Community

Anchoring Texts & Media:

- Cathy O'Neil - *Weapons of Math Destruction*
- Safiya Noble - *Algorithms of Oppression*
- "[Coded Bias](#)"