

Race & Educational Equity Report

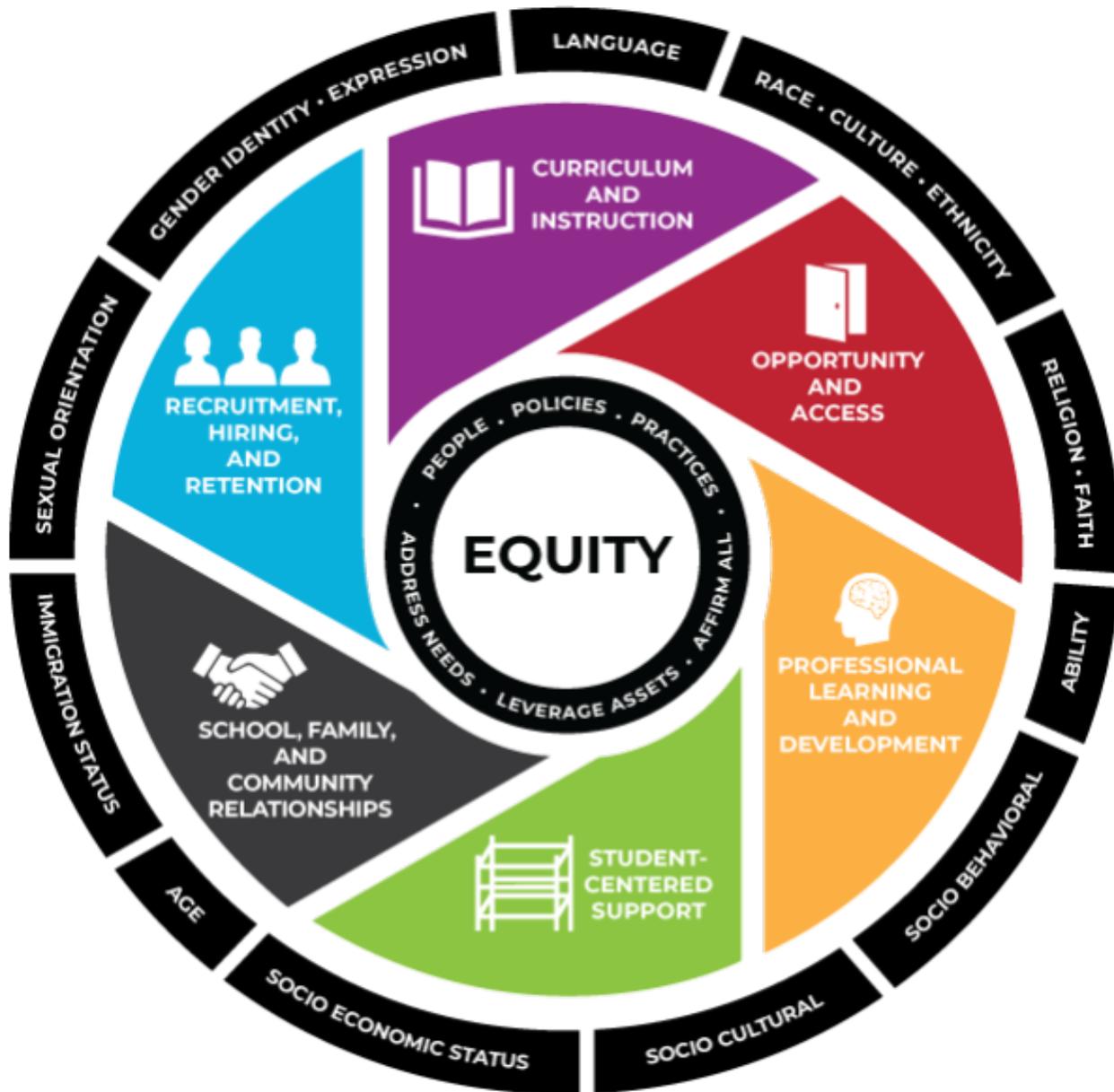
August 19, 2020



Educational Equity

Educational equity is defined as both a process and an outcome (Putnam-Walkerly & Russell, 2016):

- The process of using a lens of equity to analyze and inform decisions, policies, and practices in our schools and district to ensure they are culturally sensitive and provide all students with access, opportunity, validation, support, and resources.
- The outcome whereby all educational outcomes are no longer predicted by identity categories such as race, ethnicity, ability, gender, and socioeconomic status.



Equity Literacy: Capacity to Engage in Equity Work

- Recognize
- Respond
- Redress
- Actively Cultivate
- Sustain
- Acknowledge Community Cultural Wealth



Racial Justice

Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

(Race Forward, 2020)



Equity Framework & Racial Justice

Alignment with

- Equity Foundations
- Equity Goals
- Equity Metrics
- Equity Core Values





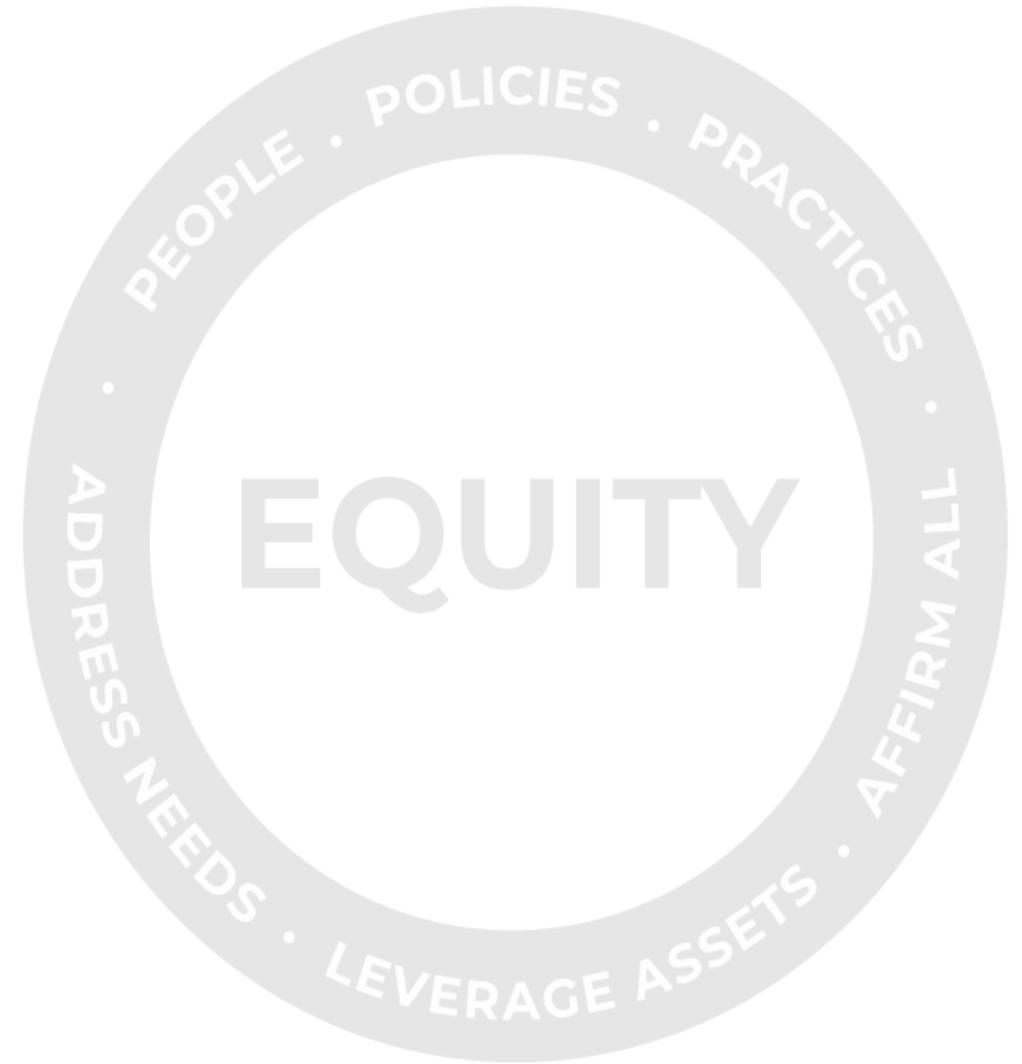
Leadership Approach



Sources: powell, Menendian, & Ake, 2019; Shields, 2010

Racial Justice Summer Actions

- Racial Justice Gatherings (June)
- Ed Equity Resource Site Updates
- Equity Coalition
- Student Voice & Community Partnerships
- Social Justice Summer Book Clubs (July)



Racial Justice Planned Actions

- Identified Needs
- Recommended Actions





Equity Foundation: Curriculum & Instruction

- Increase positive representation of people of color
- Teach critical media literacy
- Provide ethnic studies
- Implement culturally and linguistically responsive practices
- Connect race & SEL (Social Emotional Learning)
- Develop skills for discussions on racial justice
- Explicitly teach about racial in/justice
- Explicitly focus on BIPOC (Black & Indigenous People of Color)



Equity Foundation: Opportunity and Access

- Identify current needs of Black/African American students
- Support college outreach
- Increase access to advanced coursework
- Allocate/Increase funds for racial justice actions/services
- Provide leadership development for racial justice



Equity Foundation: Professional Learning & Development

- Build self- and social awareness on racial justice
- Increase access and participation
- Develop culturally and linguistically responsive practices
- Train on trauma-informed/healing-centered practices and race
- Measure impact of equity professional learning
- Develop opportunities for staff/community to contribute to trainings



Equity Foundation: Student-centered Supports

- Provide social-emotional supports
- Provide student resources on racial justice
- Respond to racism & hate-motivated behaviors
- Engage student voice
- Communicate student rights
- Critically analyze discipline policies
- Engage community and policing
- Reflect student diversity



Equity Foundation: School, Family, & Community Relationships

- Increase family partnerships and leadership opportunities
- Increase family education opportunities around race
- Connect learning to racial identities and community
- Increase community partnerships for racial justice



Equity Foundation: Recruitment, Hiring, Retention, & Development

- Provide support to Black staff and other staff of color
- Increase staff of color
- Build a coalition of racial justice advocates



Equity Coalition

