



Deliver on the promise
of a quality education

Intro to Equity: Starting the Equity Conversation



www.nationalequityproject.org

[#intro2equity](https://twitter.com/intro2equity)

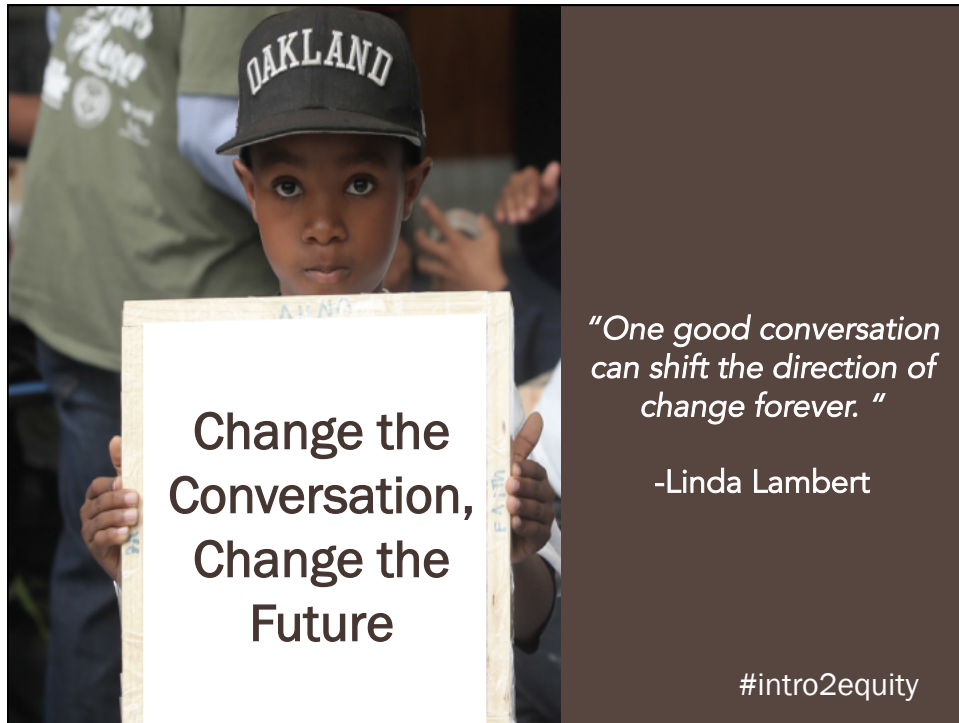
About the National Equity Project

We are a nonprofit, leadership and organizational development group.

Our mission is to transform the achievement, experiences and life trajectory of children and families who have been historically underserved.

We work with districts, schools, nonprofit organizations, foundations, and communities.

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Today's Webinar

Core Beliefs That Drive Our Approach to Equity Work

Knowing Your Why

What IS Equity?

Working Towards Equity

Applying An Equity Lens

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NEP Core Beliefs

To support people to change, you have to start by meeting them where they are.

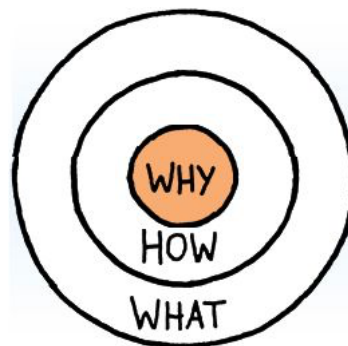
Achieving equity requires dialogue. Sustainable change requires time and space for talking, listening, thinking, learning, and taking action together.

People – when given the necessary support and conditions – have the capacity to solve the problems of inequity and low achievement in their schools.

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Getting Started: Start with WHY

Essential to start collective equity work by speaking to people's values & heart.



Adapted from Start With Why by Simon Sinek

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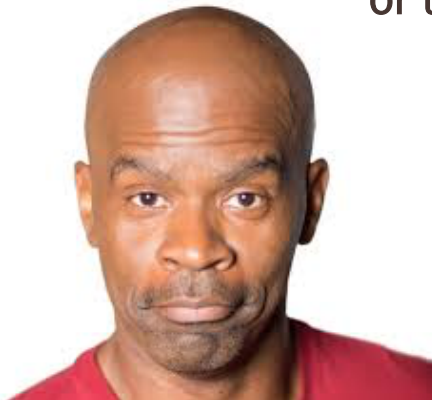


Video: Michael Jr. - What vs. Why:
<https://www.youtube.com/watch?v=3wfgBFdibhk&t=1s>

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“When you know your *why*
your *what* has more impact
because you’re walking in
or towards your purpose”

- Michael Jr.



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Get people talking
about what matters to
them:

WHY they do what
they do...

“There is no power for change greater than a community discovering what it cares about.”
- Margaret Wheatley

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Why Start with WHY?

Invite people into talking about what matters
to them – vs. pre-packaged notion of equity

Start with story-telling & listening... human
connection & building community

Starting with WHY helps support collective
ownership & investment

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What does **EQUITY** mean to you?

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What is this thing called **EQUITY**?

People talk about...

- Equitable outcomes or goals
- Equitable practices and policies
- Doing “equity work” or “equity-centered” work
- Addressing equity issues or challenges

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Let's Hear from YOU!

What do you mean or think of when you use or hear the word EQUITY?

Tweet @equityproject or #intro2equity or Chat in Webinar

Collective Meaning Making about Equity

Images of Equity

Commonly held views on equity

Responding to a working definition

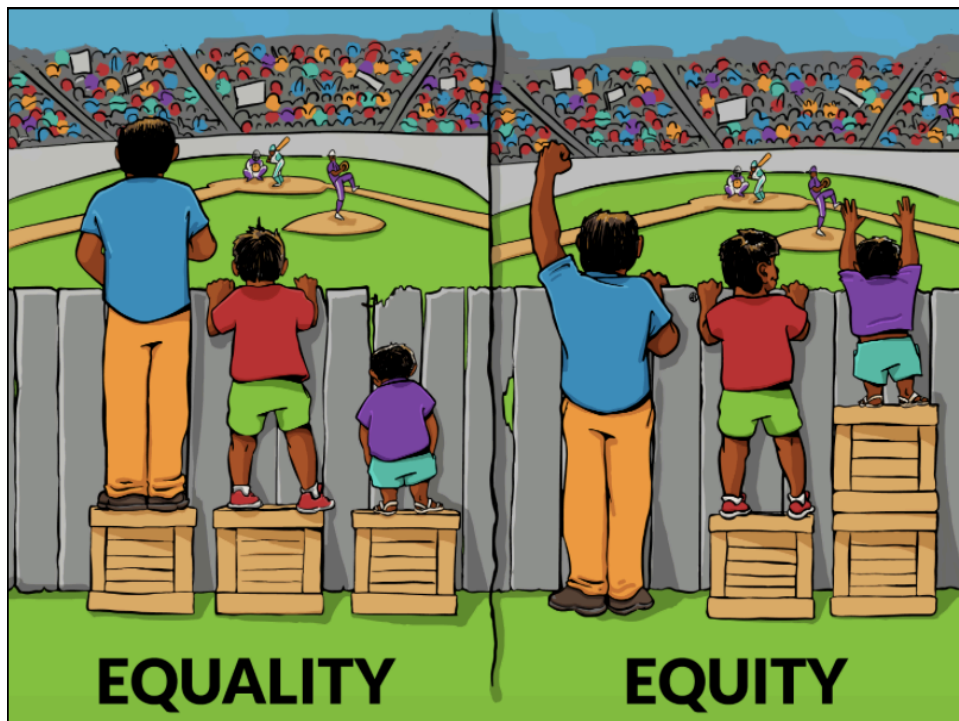
Applying an equity lens

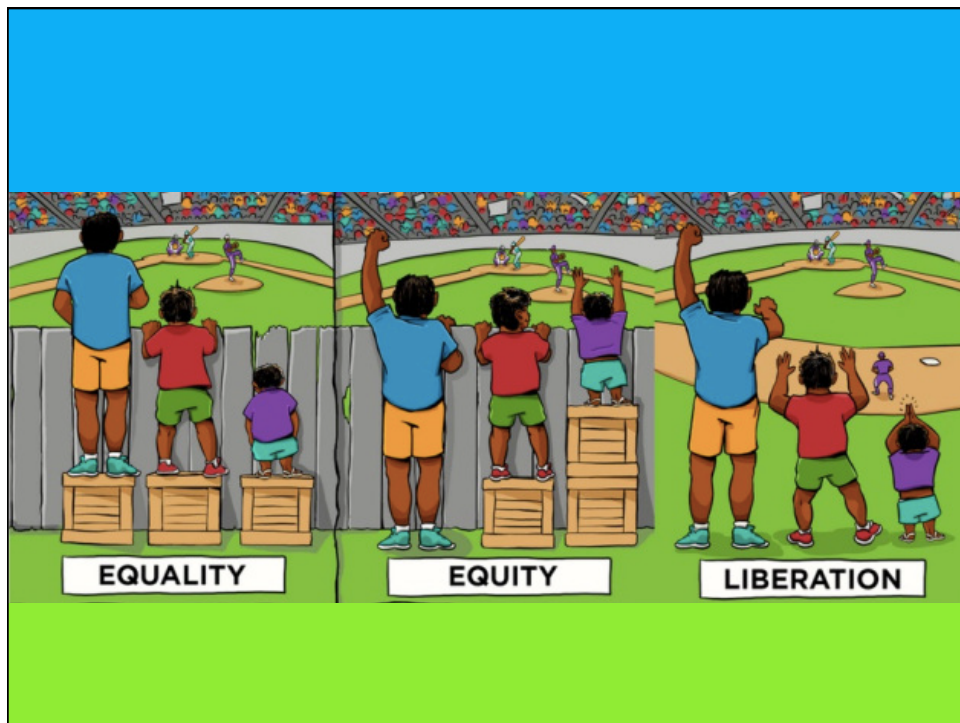
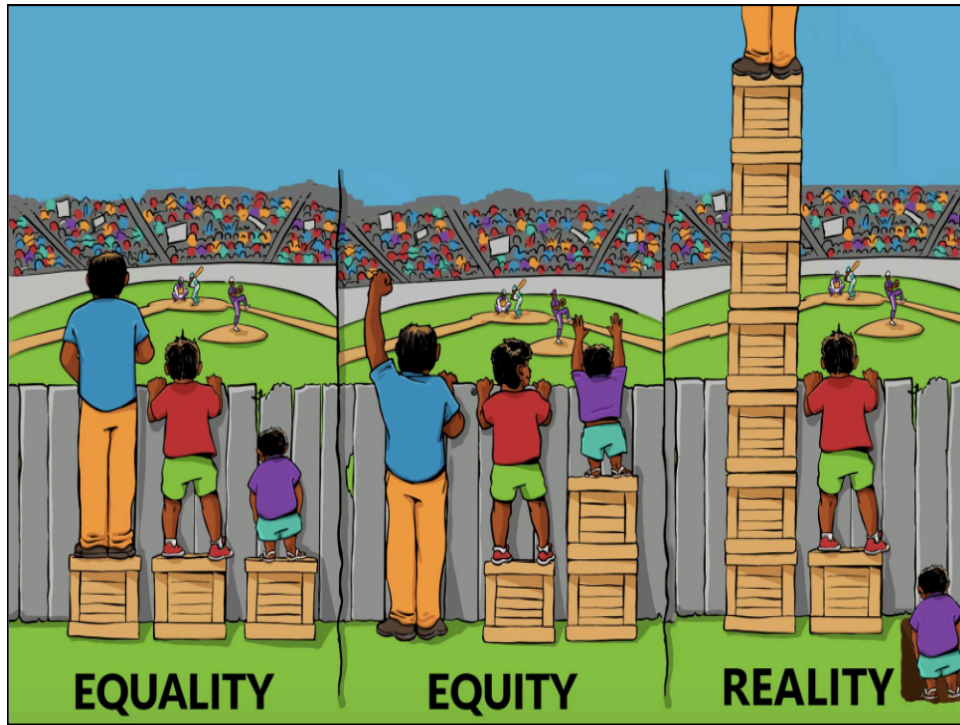
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As You Look At These Images...

1. What do you SEE?
2. What connections can you make / what does this look like in your context? (e.g., organization, district, school, classroom)

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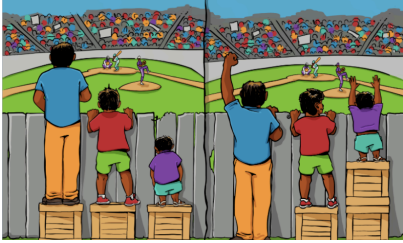




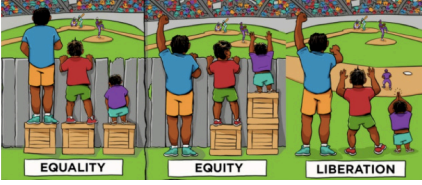
Poll

Which image would generate an authentic and productive conversation in your context?

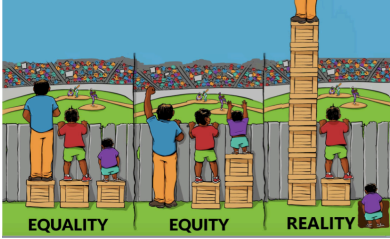
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Collective Meaning Making about Equity

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Commonly Held Views on Equity

Which descriptor most resonates with you?

1. Equity means equality
2. Equity means access
3. Equity means proportional outcomes
4. Equity means political change
5. Equity means social, psychological and institutional change
6. Equity means...



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Stations Activity

1. Hang signs with each descriptor in different areas of the room.
2. People choose which sign around the room is closest to representing their current thinking.
3. Find a partner / trio in the same area – why did you choose this?
 - Talking to 1-2 people lowers defenses, start by making connections with others who think in similar ways
4. Whole group highlights from different areas of room
 - Encourage the whole group to look around to acknowledge differences of perspective

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NEP's Definition of Equity

**Equity means every child receives what they
need to develop to their full academic and
social potential.**

Working toward
equity means:

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**Removing the predictability of success
and failure that currently correlates with
any social or cultural factor**



Interrupting inequitable practices, examining biases, and creating inclusive school environments for all



Discovering & cultivating the unique gifts, talents & interests that every human possesses.

Tips: Working Definition of Equity

Get to shared language

“Good Enough” version

Process matters

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“Community isn’t always synonymous with warmth and harmony. Politeness is often a veneer for understanding, when in reality it masks uncovered territory, the unspeakable pit that we turn from because we know the pain and anger that can dwell there.

It is important to remind ourselves that real community is forged out of struggle. This is the crucible from which a real community grows.”

Linda Christensen

Reading, Writing, and Rising Up: Teaching About Social Justice and the Power of the Written Word

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Applying An Equity Lens

The metaphor of a lens describes the possibility of seeing our contexts in new and revealing ways.

Image credit: flickr.com/lukeroberts

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Applying an Equity Lens

The use of intentional questions can help us sharpen our equity lens on:

Student Outcomes & Experiences

Teacher Practices & Stances

Staff Discourse & Culture

Parents & Families

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Sample Questions

**Student Outcomes &
Experiences**

Teacher Practices & Stances

Staff Discourse & Culture

Parents & Families

- Do all students feel seen, heard, valued?
- What disproportionate achievement outcomes exist for subgroups of students?
- Who is not actively engaged in classes?
- Which students are routinely being disciplined, for what behaviors?

Sample Questions

Student Outcomes &
Experiences

- Are all students being asked relevant and higher order thinking skills through intentional scaffolding and support?

Teacher Practices & Stances

- What do you notice about the types of teacher interactions with different subgroups of students?

Staff Discourse & Culture

- How are teachers intentionally using instructional modifications for students who need them?

Parents & Families

Sample Questions

Student Outcomes &
Experiences

- How does the staff talk about students who are not yet meeting academic and social expectations? Is there language of blame, complaint, and/or judgment?

Teacher Practices & Stances

- To what extent does staff examine how unconscious values, assumptions, and bias impact expectations, interactions, practices, and policies?

Staff Discourse & Culture

Parents & Families

Sample Questions

Student Outcomes &
Experiences

- How does staff engage and build relationships with the parents/families of the students who are struggling the most?

Teacher Practices & Stances

- Do all parents/families feel welcomed and a sense of belonging in the school community?

Staff Discourse & Culture

- Are the leadership teams and committees that have parent participation inclusive and reflective of the diversity of the school?

Parents & Families

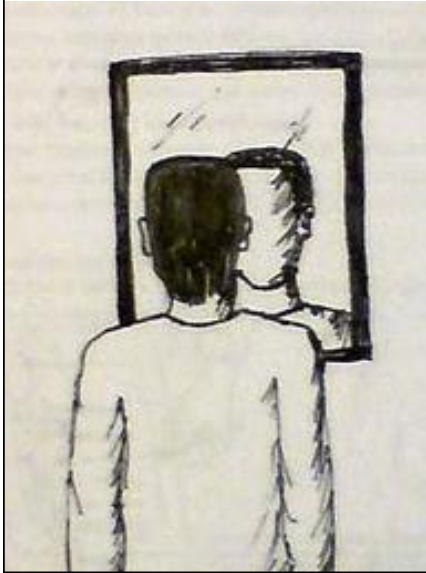


Let's Hear from YOU!

What questions could you ask in your school, district, or organization to apply an equity lens?

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Practice Mindfulness & Self-Awareness



What you see is influenced by your life experiences, values, assumptions, and identity.

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Let's Hear from YOU!

Q&A

Tweet @equityproject or #intro2equity or Chat in Webinar

Learn more! Upcoming NEP Events

Designing & Facilitating Meetings for Equity

Coaching for Equity Institute

Black Teacher Leadership and Sustainability Institute

Teaching With A Cultural Eye

Leading for Equity Institute



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www.nationalequityproject.org/events



Keep the Conversation Going

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Email info@nationalequityproject.org to learn more about
working with our organization

Thank you!