

Educational Equity

From NOT to HOT!!



- **Why is it important to identify what something is NOT? (examples)**
- **Why is it important to identify what equity is NOT?**



Let's Chat!

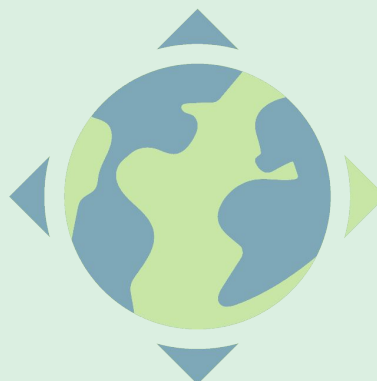


QR for Our Activity for Today



Equity is not...

1. Equal or sameness
2. Color blindness or assimilation
3. Merely opportunity or access
4. Quantitative data or a final goal/destination
5. Purely intellectual
6. Comfortable for the privileged
7. Measured by our intentions
8. An overestimation of our efforts
9. A comparison to other times or other places
10. Charity or charitable
11. Solved by unlimited resources



Equity is NOT... Equal or sameness

Why Not?

People have unique needs

When we give everyone the same, we're giving what the people in power want/need

Common School Examples:

Application deadlines

Homework rules

Discipline rules

Pedagogical approaches

Well then, what *IS* equity??

Equity is NOT... Color blindness or assimilation

Why Not?

Norms are set for people already in power/advantaged by the system

Does not recognize or appreciate differences

Common School Examples:

"Tiger Pride"

All parents...
"...want what's best for their kids"... this is a non-statement. (Water is wet.)

Well then, what *IS* equity??

Equity is NOT... Merely opportunity or access

Why Not?

Doesn't question the system itself

Doesn't address the experience an individual is having

Doesn't hold us accountable for outcomes

Common School Examples:

AVID (and similar programs)

"Diversity" in "high-achieving" students (ex. Queer valedictorian had a terrible experience)

Well then, what *IS* equity??

Equity is NOT... Quantitative data or a final goal

Why Not?

- It's something we do forever
- Ignores the process
- Closing a gap is not eliminating a gap
- All resources end up pointed toward a numeric goal
- Some people will not engage if they can't picture the "final destination" or see "quantifiable progress"

Common School Examples:

"Give me strategies"

Strategic plan says something like "equity by 2030"

Trying to leave equity as a legacy/gift– "I equited."

"We don't just do equity on Tuesdays and Thursdays... or in February."

Well then, what *IS* equity??

Equity is NOT... Purely intellectual

Why Not?

- Intellectual ideas are constantly changing (research, language, etc.)
- The more we're in our heads, the less we're making a meaningful impact
- You can't read your way into equity
- Leads to individualism (the expert, the right words, etc.)

Common School Examples:

- Book studies
- Equity audits
- Constant need to review the data, read about best practices
- Heavy emphasis on language
- Focus on PD not implementation (bring in an expert for one keynote)

Well then, what *IS* equity??

Equity is NOT... Comfortable for privileged

Why Not?

Doesn't change systems or redistribute power/resources that are currently benefiting privileged people

Doesn't upset hierarchy

Common School Examples:

"Going slow to go fast"

"Safe" spaces– Safe for who?

The idea that we can only do equity when we have extra resources (add-on model)... to keep privileged from losing anything

Accommodating people to keep them from resisting change

Well then, what *IS* equity??

Equity is NOT... Measured by our intentions

Why Not?

- Our intentions are irrelevant
- Often goes hand-in-hand with individualist mindsets
- Intention is a precursor to action, but is not action
- If outcomes don't match intentions, usually the end of the attempt
- Intentions are based on what we would want and not on feedback or input from others

Common School Examples:

"I worked so hard to make my curriculum culturally-responsive and my students still didn't engage with it." (*shrugs*)

"We translated the invitations, provided food and childcare, and they still didn't show up!" (*shrugs*)

Well then, what *IS* equity??

Equity is NOT... An overestimation of our efforts

Why Not?

- Unit of measurement is how hard we've "tried", not feedback or outcomes (wrong unit of measurement)
- Easily leads to burnout
- Happens without solid plans, goals, or support (wheels are just spinning)
- often end up resentful or (or angry at) those who are harmed by the system

Common School Examples:

"I hold office hours every day and those kids never show up for them!" (*huffs*)

"But we provided them all hotspots at home, why weren't they logging on?!" (*footstomp*)

"We have too much on our plate; there's always something new."

Well then, what *IS* equity??

Equity is NOT... A comparison to other times or other places

Why Not?

Irrelevant comparison— just because other places/times were not equitable does not mean that where we are now is equitable

Gaslighting

We shouldn't set low standards for equity

Common School Examples:

(*gets feedback about inequity*) "Well you're lucky you didn't come to this school ten years ago! It could be worse."

"We've come so far!"
(self-congratulatory)

"Well at least we're not XYZ school."

Well then, what *IS* equity??

Equity is NOT... Charity or charitable

Why Not?

- Focus is on “those” people, what they need/don’t have, not on the inequities of the system
- Doesn’t claim equity as a right; it puts it in the ‘privilege’ category
- Savior mentality– doesn’t assume mutual relationships
- Makes equity seem very optional

Common School Examples:

Scholarships (field trips, private school tuition, instruments, etc.)

Support programs (mentoring, offering transportation)

Viewing equitable pedagogy/curriculum/resources as “special,” not fundamental quality instruction

Well then, what *IS* equity??

Equity is NOT... Solved by unlimited resources

(An ever-growing pie, the equity \$ tree)

Why Not?

- Limiting equity work to available resources downsizes and delays equity
- Equity should be fundamental to the budget, not an addition or external
- History has proven more resources do not equal more equity
- Throwing money at an issue instead of changing policy or practice

Common School Examples:

Special Ed funding often comes from federal sources, yet we can fund GT with existing budget

Grant-seeking for programs that should be fundamental

Taking student trip abroad and paying for those who couldn't afford it... instead of reconsidering the tradition itself as inequitable

Well then, what *IS* equity??

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Which of these sound familiar to you?

How will you shift these personally?


What is something we talked about, did, or reflected on that you would like to share with someone who is not in this meeting? Why?

CLOSING REFLECTION



Questions? Comments? Ideas? Resources!

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