



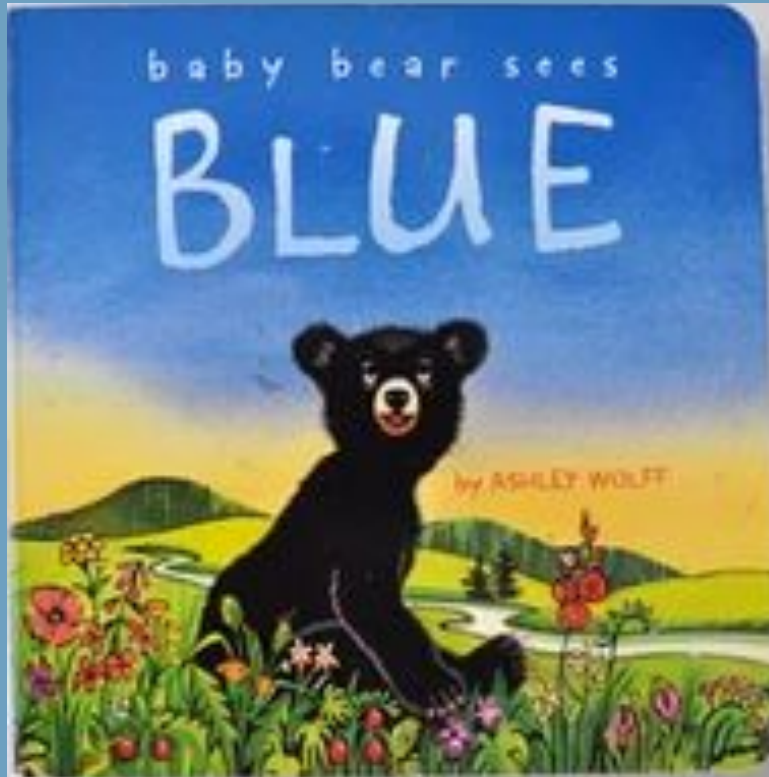
Practicing Equity Literacy with Case Studies

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Due East Educational Equity Collaborative

Connecting:



- *Name*
- *Role in the district*
- *Favorite children's book or story*



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Why use case studies?

“Practice isn’t the thing you do once you’re good. It’s the thing you do that makes you good.” - Malcolm Gladwell

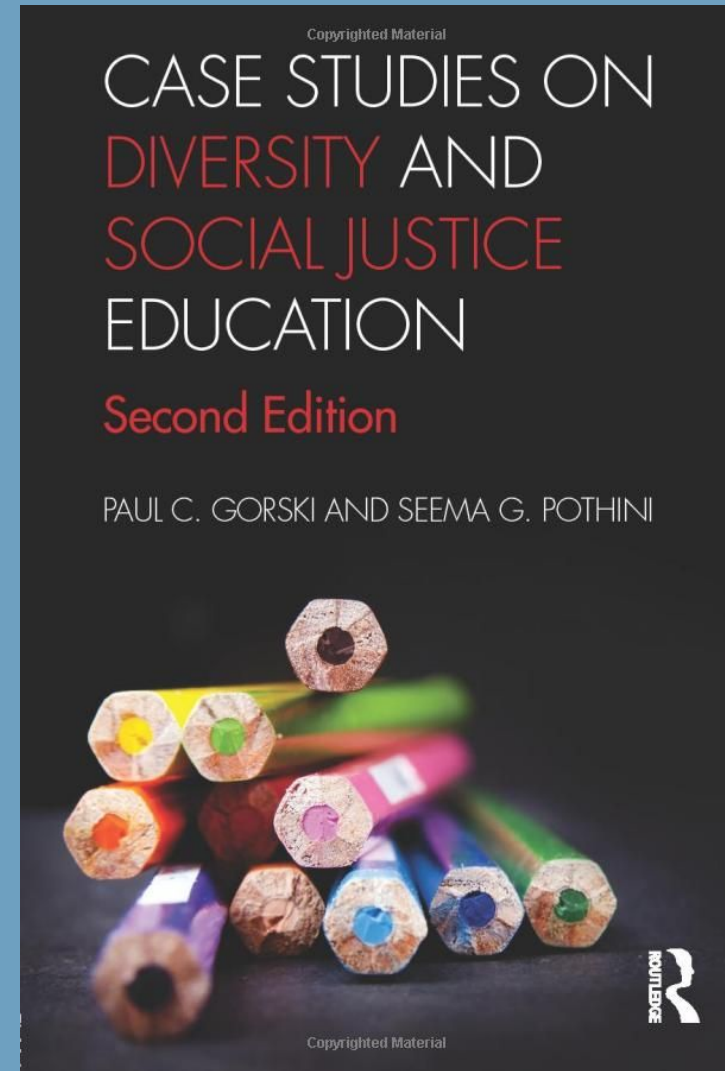
By analyzing real-life scenarios, we can practice applying theoretical ideas (such as educational equity) to on-the-ground professional practice.



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Why use case studies?

Case studies are particularly helpful for professional development work around **equity, justice and antiracism**. These conversations encounter high levels of resistance, emotion, and blind spots.



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Why use case studies?

- ✓ To explore scenarios that *haven't happened* but could happen
- ✓ To explore scenarios that *have happened* but are contentious
- ✓ Allows people to see things from a variety of perspectives (adds missing voices and perspectives)
- ✓ Allows people to engage without feeling defensive
- ✓ Humanizes discussions of equity and inequity
- ✓ Encourages creative and imaginative solutions
- ✓ Provides practice before implementation
- ✓ Provides an entry point to deeper or more systemic shifts



How to use case studies

- Craft a reflection process that allow individuals or groups to practice with frameworks or solutions
- Journaling, role playing, one-on-one conversations, small group discussion, large group discussions, staff meetings
- Use them with leadership teams to imagine equitable policies and procedures, to decide on equitable solutions
- To support communication or coaching
- For practitioners to imagine how they could shift their practice



Challenges and Considerations

- It is important to **plan why and how** the case study will be used. The case study won't do the work for you. (i.e.: don't read a case study and then follow up with "what do you think?").
- Case studies are not **the work** or **the solution**. They are an entry point to **real work** and **real solutions**.
- Be mindful to redirect from "group think" or simplistic analysis and solutions (responses such as: "well duh!" or "of course they should do X" do not advance the learning or solutions).

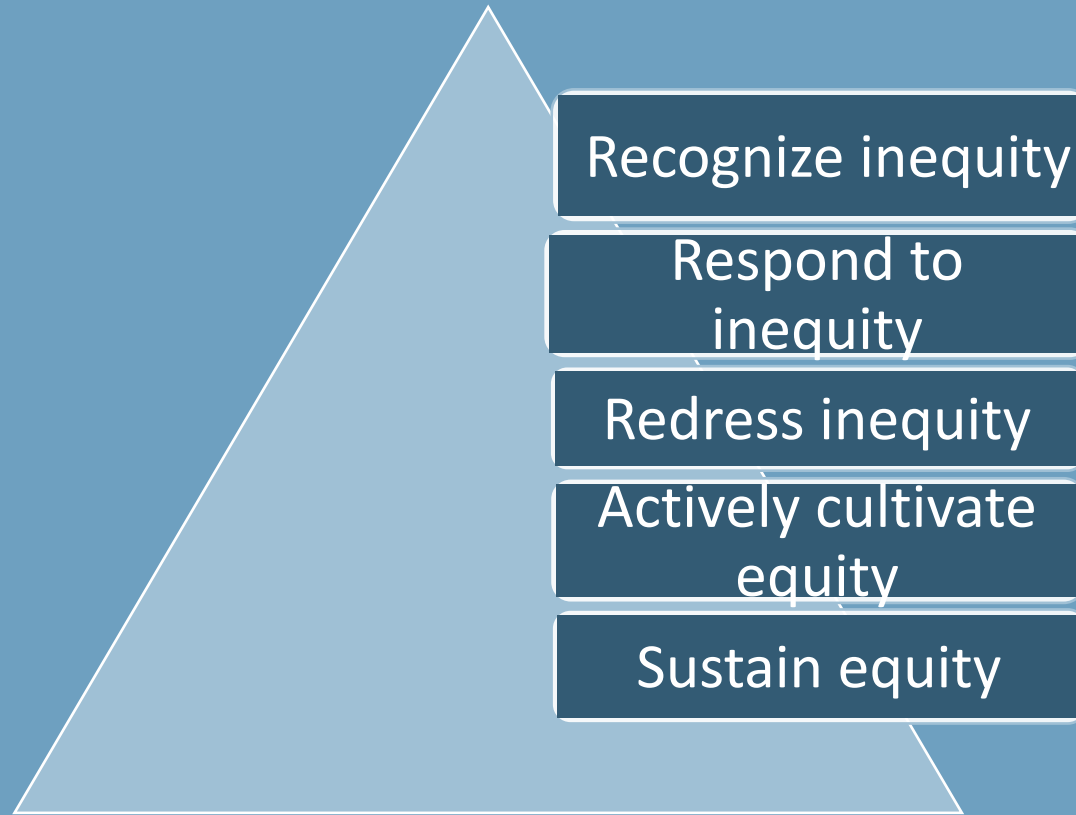


Challenges and Considerations (cont.)

- Make sure you *have enough time to fully explore* the case, various perspectives and solutions. Not planning enough time or running out of time can be worse than not doing the case study at all.
- Ensure that characters in the case study are treated complexly and not tokenized.
- Due to blind spots, people might miss important considerations from the case study. Be sure to explore the case study from multiple points of view.



Practicing Equity Literacy Abilities



Let's Practice!

- What inequities do we recognize?
- How should the people in this scenario respond?
- How can the inequities be redressed?
- What would actively cultivate equity in this scenario? (Or the follow-up?)
- How might this building/district sustain equity in regards to this scenario?



Let's Practice!

- Who might you use this case study with?
- How would you use it? What framework(s) would you employ?
- What would be your learner goals?
- What would be your organizational goals?



A Basic Equity Lens...



- Who is benefiting?
- Who is marginalized?
- How do we maximize benefit and eliminate marginalization?



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Let's Create!

What scenarios would you write?



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Questions? Comments? Resources!



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