Claremont Usd Equity DAC

11.18.20

“Educational Leaders:

we cannot close the educational gaps that we see in our schools if we don’t close the one in our minds first.”
- Nicole Anderson

Nicole Anderson and Associates Consulting, L.L.C.
Four Agreements

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect/Accept Non-Closure
RACIAL EQUITY IN THE EDUCATION

What Does Racial Equity Mean?
- Racial Equity is not racial equality
- Giving students of color what they need when they need it
- Some students of color need more than other students of color
- Success for students of color is demonstrated in diverse ways
- Intentional shifts in mindset, policy, and practice that prioritize the interruption of institutional racism.

What are the challenges to Racial Equity?
- Historical inequities
- Resistance to change
- Privilege/Entitlement of those who have the potential to oppress
- Implicit bias
- Microaggressions
- Stereotypes
- Institutional Racism

What actions create Racial Equity?
- Changing policy and practice that provide access and opportunity
- Shifting resources to those who need more
- Building positive relationships amongst all stakeholders
- Empowering marginalized stakeholders
- Shifting mental models

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What Does Racial Equity Mean?

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If you had 30 seconds to teach someone about what equity means, what would you say or do?
Why do Educational and Racial Equity gaps exist in education?

1948
Educational Testing Service is formed, merging the College Entrance Examination Board, the Cooperative Test Service, the Graduate Records Office, the National Committee on Teachers Examinations and others, with huge grants from the Rockefeller and Carnegie foundations. These testing services continued the work of eugenicists like Carl Brigham (originator of the SAT) who did research “proving” that immigrants were feeble-minded.
Why do Educational and Racial Equity gaps exist in education?

History of Public Education Recap

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C.A.P. Moment:
C=Confirm, A=Ask, P=Provoke

The Unequal Opportunity Race
C.A.P. Moment:
C=Confirm, A=Ask, P=Provoke

Inequality Race Video

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If you had another 30 seconds to teach someone about what equity means, what would you say or do now?
Let’s Chat:
What racial equity gaps exist in Claremont Usd?
Equity Impact Action Planning for Systemic Change

FIGURE 1. SHIFTING THE CONDITIONS THAT HOLD THE PROBLEM IN PLACE

Six Conditions of Systems Change

- Policies
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics
- Mental Models

Structural Change (explicit)
(semi-explicit)
Transformative Change (implicit)
Dr. Shelley Holt

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