



# DOES YOUR SCHOOL HAVE AN ANTIRACISM PLAN?

Implementing Social and Emotional Learning in Service of Equity

Hosted by Open Up Resources

# Does Your School Have an Anti-Racism Plan?

## Week 2: Culture

### Panelists



Traci Davis  
Former Superintendent  
Washoe County SD



Dr. Bryan Johnson  
Superintendent  
Hamilton County Schools



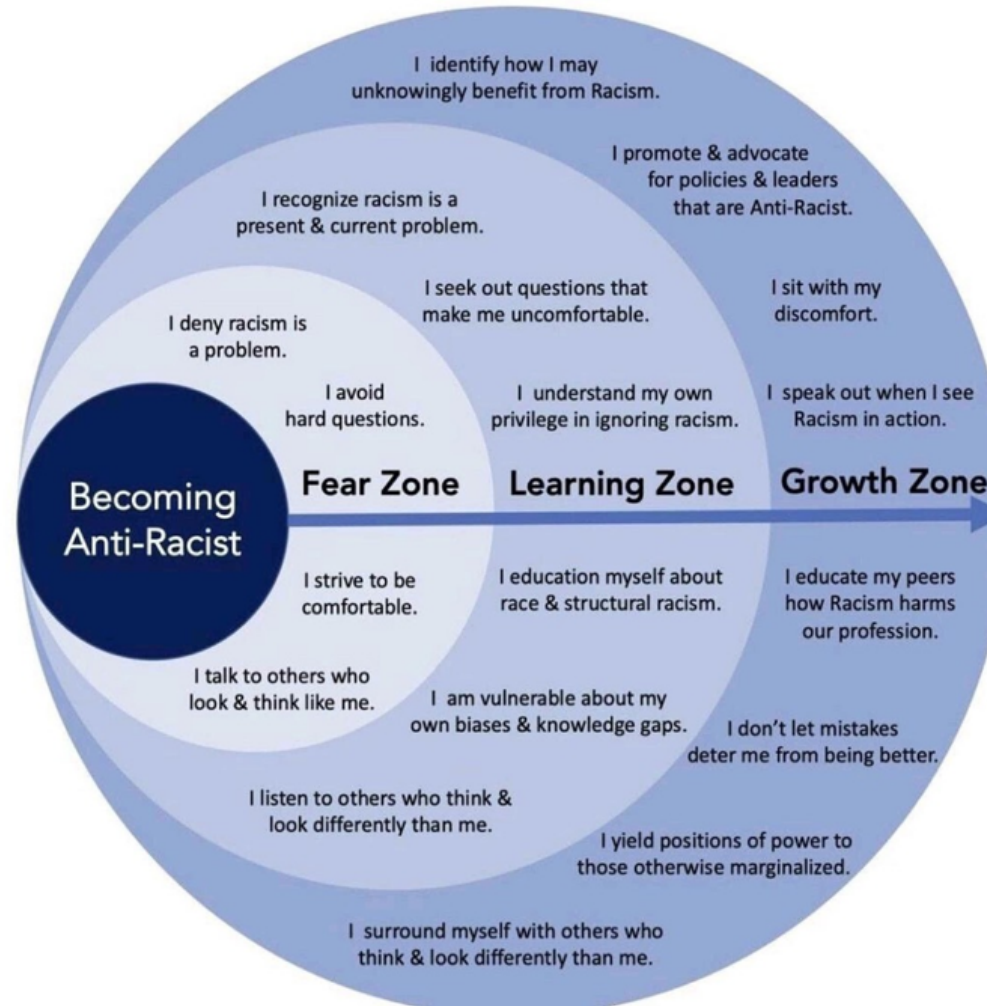
Dr. Anthony Hamlet  
Superintendent  
Pittsburgh Public Schools



Douglas Corbin  
Principal  
Golden Gate Cmty School



# What zone do you identify with?



## Defining Equity

Fairness, fair-mindedness, justness, justice, equitableness, fair play; impartiality, even-handedness, lack of discrimination/bias/prejudice/bigotry, egalitarianism; honesty, integrity, rightness, rightfulness, rectitude, uprightness, righteousness, properness, decency, goodness, honorableness, scrupulousness, conscientiousness; reasonableness, sensibleness; disinterest, disinterestedness, neutrality, objectivity, balance, open-mindedness.



# From Equity 101: The Equity Framework

by C. Linton

## *PERSONAL EQUITY*

Personal equity guides the process of centering one's self in equity and uncovering one's own biases, stereotypes, and privileges.

## *INSTITUTIONAL EQUITY*

Institutional equity explores how a school and school system can overcome institutionalized factors that limit student achievement, especially for students of Color and those from diverse backgrounds.

## *PROFESSIONAL EQUITY*

Professional equity focuses on how efforts to successfully implement equitable practices can assure individualized support for all students.

## *MORAL EQUITY*

Moral equity is a plea to engage honestly and sincerely in this work of educating students equitably, since their futures depend upon our own successful efforts as educators.



# Equity for All

Equity means that every student is provided the support and resources they individually need to accomplish the same end-goal; graduation and college- and career-readiness. The end-goal for all students is the same, but the process to get there differs.



# Defining Equity

## Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

## Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

## Justice

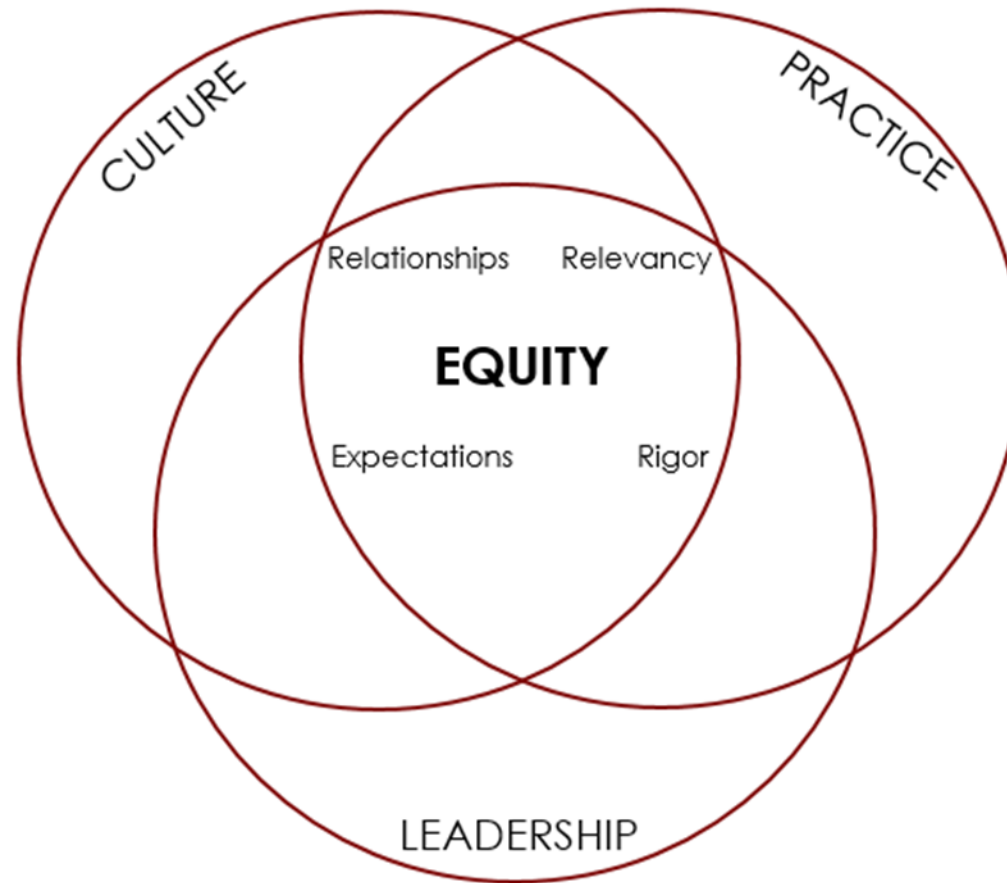


All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.





# Equity Framework



Linton, Equity 101: The Equity Framework





# Culture

Involves far more than ethnic or racial differences. The set of practices and beliefs shared by members of a particular group that distinguish that group from other groups.

Includes all characteristics of human description including age, gender, socioeconomic status, geography, ancestry, religion, language, history, sexual orientation, physical and mental level of ableness, occupation, and other affiliations.



**"When you see something that is not right, not fair, not just, you have to speak up. You have to say something; you have to do something."**

**Congressman John Lewis  
Legendary Civil Rights Leader**



Let's be committed to get into GOOD TROUBLE!



## Resources – Screenshot this slide.

Implicit bias tests - <https://bit.ly/2EBonlj>



CASEL SEL Assessment - <https://bit.ly/30dDbiT>



Reading with Relevance sample lessons -  
<https://bit.ly/30eWQih>

