

EQUITY IN ACPS

Equity and excellence are compatible goals.

PROVIDE PROCESSES FOR SUCCESS

- Identify what stakeholders will know and do
- Communicate the desired goals and expectations through existing communication channels
- Focus on race and intersectionality
- Use a shared vocabulary & define what “equity” means in ACPS
- Use data to inform school-based and district level planning and decision-making
- Create opportunities to build internal capability

MODEL INTENTIONALITY

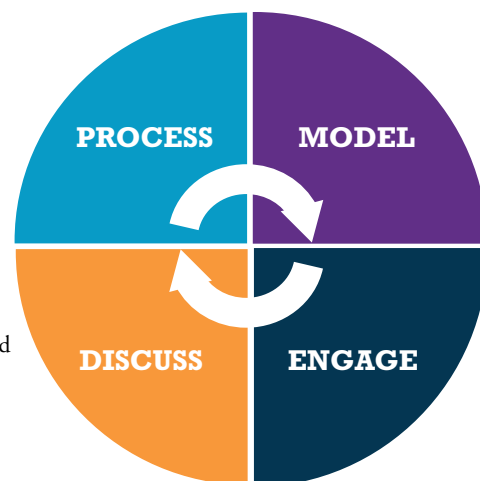
- Focus on what is within your sphere of influence that contributes to interpersonal, institutional and structural inequities
- Conduct equity audits and include the diversity that exists within student groups
- Increase awareness of equity as a part of a larger social issue
- Talk about implicit and explicit bias and its effects on all stakeholders
- Use equity assessment protocols when reviewing policies and practices

ENGAGE ALL STAKEHOLDERS

- Focus on improving systems and practices so that each child experiences success
- Support staff as they develop the awareness, knowledge and skills to create safe, positive learning communities that result in students:
 - Mastering core academic content and critical thinking skills
 - Communicating effectively and working collaboratively
 - Developing a love of learning

DISCUSS THE ROLE OF EQUITY IN EVERYDAY LIFE

- Use the experiences of students, staff and families to enrich experiences in schools and in the community
- Diversify learning to meet the needs of each stakeholder group
- Provide explicit strategies for challenging biases, building relationships across and within stakeholder groups and creating relevance through curriculum and strategies
- Ensure learning experiences serve as a mirror for each stakeholder group and a window into the experiences of others
- Keep growing — As communities evolve, so does the work centered in equity



DEFINITIONS THAT GUIDE THE WORK

DEFINITIONS

ADVANTAGE/PRIVILEGE: A set of conditions or immunities that allow a group of people to benefit on a daily basis beyond those common to others. Advantage can exist without a person's conscious knowledge.

CULTURAL COMPETENCE: Being aware of and using knowledge and skills to create and maintain effective interactions across differences at individual, group, and institutional levels. Demonstrating cultural competence results in consistently modeling personal and professional interactions that are respectful, inclusive and that create equitable relationships, treatment and systems.

CULTURAL COMPETENCIES

- Recognizing the influence of one's own cultural worldview on interactions with others
- Developing an openness towards cultural differences
- Acknowledging different cultural practices and worldviews
- Modeling cross-cultural skills

EQUALITY: Treating all people the same.

EQUITY: Freedom from bias and favoritism

INTERSECTIONALITY: The ways social identifiers contribute to a person's experiences. Each identity is interconnected, interrelated and contributes simultaneously to a person's experience; therefore, no one identifier can be examined independently.

OPPRESSION: A situation in which a person or a group of people is subjected to unjust treatment or control that prevents opportunities and freedom.

TYPES OF RACISM

- Internalized Racism - The personal racial beliefs, prejudices, biases or blind spots held by an individual
- Interpersonal Racism - Acting out internalized beliefs, prejudices or biases against another person
- Institutional Racism - Practices, procedures and policies that occur routinely within an institution and produce unjust outcomes for people of color or other marginalized groups
- Structural Racism - Practices and policies across societal institutions that result in cumulative discriminatory treatment, unfair policies and inequitable opportunities

References available upon request

2018-2019

- Develop common knowledge among Instructional Leaders in ACPS
- Pilot site-based professional learning
- Conduct equity audits in all schools

2019-2020

- Redesign professional learning as needed
- Incorporate equity audit results in department and school planning
- Develop common language among School Board members and staff.

2020-2021

- Support the implementation of the new ACPS Strategic Plan
- Expand professional learning opportunities for staff



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STUDENT
SUCCEEDS**
ACPS 2020