

## PREPARING FOR THE EQUITY JOURNEY: GUIDANCE FOR SCHOOL DISTRICTS AND SCHOOLS

### Welcome

The WEEAC Virtual College is an online learning format designed for educators to participate in workshops that increase awareness in equity related topics. These courses will be self-paced and free of charge to all participants. The content aligns with the mission of the Equity Assistance Center grant funded by the United States Department of Education.

*\*All areas highlighted in GRAY are video and document links that can be activated by clicking on the active link. The videos work best in the Google Chrome Browser. If your computer is set to open in different browsers, you might have to copy and paste the url address into Chrome to view open the link.*

### Course Overview

This course will empower you to create and sustain an equity trajectory for your school, district, or organization. Momentum around equity work can be challenging to maintain, and this course will give you the tools to develop a trajectory, convene an equity team, and consider ways to infuse equity throughout your community. The videos and experiential activities that follow will ask you to consider your own context and to infuse that knowledge into your trajectory.

### Western Educational Equity Assistance Center (WEEAC)

This content was prepared by Dr. Darlene Sampson and Colleen Toomey, M.Ed., Principal Analysts with the Western Educational Equity Assistance Center. Watch the introduction videos below to get to know your instructors.

### Introduction Video

[Dr. Darlene Sampson - Click for introduction video](#)

[Colleen Toomey – Click for introduction video](#)

### Contact Information

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### Communication Policy

If you have any questions, feel free to reach out via email or phone.

### Module 1: The Pre-Work

The pre-work in this module consists of a video to assist with grounding in and preparing for the equity journey. Facilitators will ask questions for you to consider and prepare you for the realities of this work.

[Module 1 Video - Click Here](#)

### Next Steps

When ready, continue to the next section.

## Module 2: The Building Blocks

Module 2 will help you consider the building blocks for your equity journey. By understanding the why for this work, you will learn how data, policy review, personal self-reflection, and accountability will assist in moving your trajectory forward. The video will give you guidance on how to create an equity mission statement and who to bring onto your equity team.

[Module 2 Video - Click Here](#)

### Next Steps

When ready, continue to the next section.

## Module 3: Personal Work and Building Your Trajectory

In Module 3, you will review a series of links below that will support you along your equity journey. There is no accompanying PowerPoint for Module 3. Each link below has an introductory statement to provide you with brief information about the content and ways in which the artifact can be utilized. *Here we go!*

### Equity Leadership Statements:

These statements are conceptualized and written by leadership prior to initiating diversity, equity and inclusion work. Equity Leadership statements assist leaders in capturing their “why” for equity work. They are not intellectual statements. They are personal and broad and describe your equity commitment. Occasionally leaders have not operationalized their commitment in this way and may need to practice the language and concepts of equity first. We will provide guidance on the link below and provide sample equity leadership statements from several leaders. Each statement is different, and they often invoke emotions and anxiety as you attempt to describe your why. Leaders often share their statements with each other first prior to sharing them with educators and other leaders. Ultimately, all educators need to write a brief equity statement detailing their why for engaging in equity work. Through this collaborative process, educators will find support and commonality.

[Sample Leadership Statements](#)

### Video Equity Leadership Statements:

Please review the equity leadership video below. What did you hear? How can their video inform your next steps?

[Leadership Video - Click Here](#)

### Organizational Equity Assessments:

Here is a sample of the questions an organizational assessment of your district or school may ask. Are you ready? What will you need to do to prepare? How is disaggregated data informing your equity work?

Know that the WEEAC provides a form of an audit called the Equity Compass Review. You can find more information [here](#).

[Sample Equity Audit Questions](#)

### Anti-Racist Assessments:

Our country has undergone major social justice change and upheaval in the past two years. Historically, Black, Indigenous, Students of Color (BISOC) have endured many years of teacher turnover, over discipline, lack of

culturally responsive teaching, and low expectations. These issues challenge all districts and schools and have consequences for all schools and students. Many schools who desire to closely look at issues based in the social construct of race will conduct an both an organizational and anti-racism audit to better understand the needs specific to BISOC students. How do these questions pertain to your school or district? What specific areas have you scrutinized for disparities regarding BISOC students?

[Anti-Racism Assessment](#)

## **Anchoring Equity across all Teams, Divisions & Leadership:**

Here are some of the equity roads leaders can review as a district or school. Are you far along on the equity road, or are you just beginning? Look at the Four Equity Roads Document describing the equity journey in schools and districts. What is missing? What have you started? What do you need to do to create traction and buy-in?

[Four Equity Roads Document](#)

## **Personal Equity Road Map:**

As stated previously, we must conduct our “inside out” work ongoing when committed to Diversity, Equity and Inclusion. Please complete your own personal equity road map. This road map outlines the work you will need to do for yourself. Where do you begin or continue? What resources will you need? What will you need to do to transform you?

[Personal Equity Road Map](#)

## **Moving Forward:**

How did you do? What is next for your district or school? Don't get discouraged. These are the building blocks for equity. Strategically anchoring these areas will assist you in building a foundation that can sustain equity work.

Let's move on to Module 4. Module 4 is the final module, which will help you fine-tune equity work in your school or district.

## **Next Steps**

When ready, continue to the next section.

## **Module 4: Sustaining Momentum and Next Steps**

The final module will provide you with ways to develop specific content to tell your equity story and how to communicate with your community why this work is paramount to student success. The video will review ideas and strategies to help you sustain this work.

[Module 4 Video - Click Here](#)

## **Next Steps**

When ready, continue to the next section.

## **References**

[Reference List](#)

### **Next Steps**

When ready, continue to the next item.

## **Course Completion**

### **Professional Development Units**

The suggested amount of Professional Development Units for this course is 5 contact hours. MSU Denver will issue a certificate of completion and it is at the discretion of state licensing agencies, school districts, or local educational agency to recognize completion for professional development credits.

#### [Certificate Requirements - Click to activate](#)

Please fill out the following registration form in order to receive a completion certificate

#### [Feedback survey - Click to activate](#)

Please fill out the following exit survey to provide feedback on this course.