

“Equity” Dialogue

CCHE Work Session
December 2, 2021

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Equity Definition

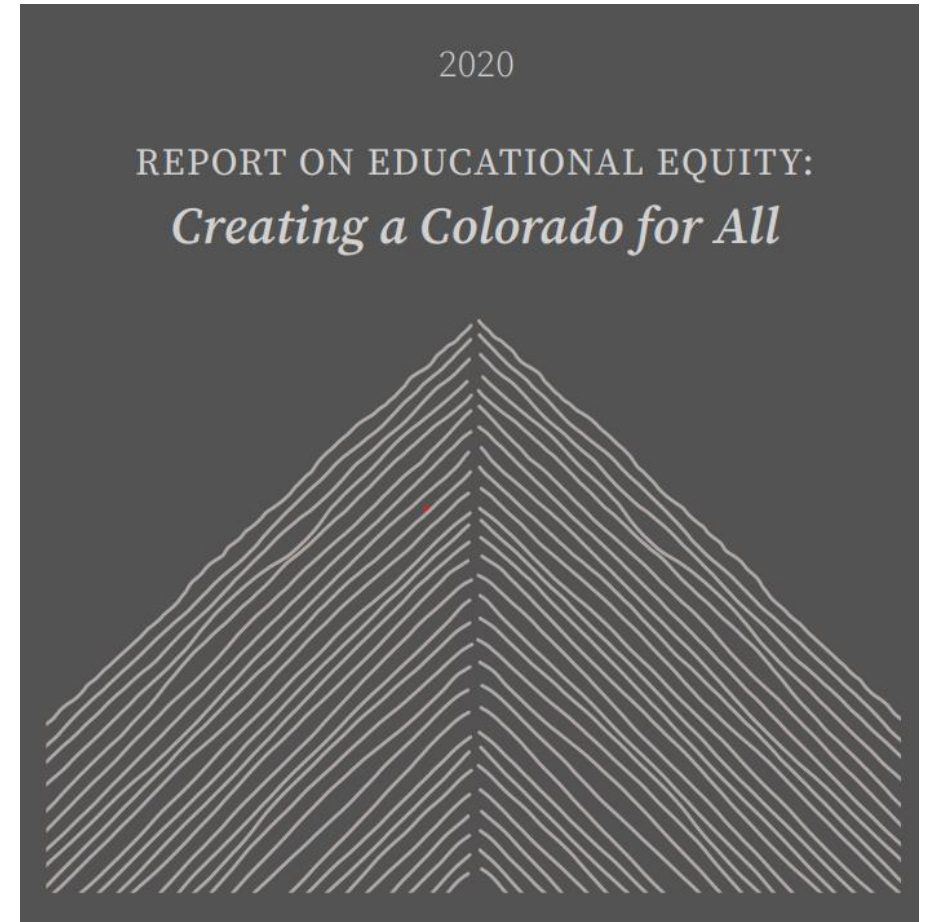
Equity strives to intentionally remove structural barriers providing all students with the specific supports they need to succeed.

What does Educational Equity Look like?

- Authentic relationships with and among students, staff and families
- Curriculum, instruction and assessment that is adaptive as well as responsive to—and reflective of—the student learners
- Resources and supports required for learning are provided for all learners
- High expectations for each student, with all students meeting academic expectations and their full potential
- Welcoming and safe school environments
- An understanding and articulation that schools are a key setting for the formation of societal equity

For students, equity feels like...

- I feel cared about and I care about others
- I see myself, my family, and my community represented
- I feel comfortable and welcomed
- I am confident and challenged
- I am empowered to achieve my goals and full potential
- I see my place and responsibility in creating a better future
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- I am empowered to achieve my goals and full potential
- I see my place and responsibility in creating a better future



Educational Equity is NOT:

- Equal (equity is unique to each need and circumstance)
- Color blindness or treating everyone the same (equity is responsive/respectful to each individual)
- Merely opportunity or access (equity is outcomes)
- Only individual actions or mindsets (equity is institutional and systemic)
- Simply a final goal or destination (equity is a way of being)
- Accomplished in a set of test scores or quantitative data (equity is a deep core value)
- Charity or charitable (equity is what is right and just)

How do we increase Educational Equity?

As an initial start, to create educational equity we must evaluate our work by implementing fundamental equity lens questions:

- Who is benefiting? (from our policies, practices, or procedures)
- Who is marginalized? (by our policies, practices, or procedures)
- How will we expand benefit and eliminate marginalization?

Centering Educational Equity VS. Educational Equality.

Educational Equity is academic success and belonging for each and every student. Educational equity is about individuals, relationships, and systems.

Educational Equality means that all students receive equal access to the same educational pathways. While this is a worthy goal, simply continuing to level the field is not enough.

Measuring and Improving Equity

Statistics tell a story. We can use the numbers to get an overall picture of things, evaluate goals, and learn from the trends.

Equity data are no different. They tell us about college trends, college access and success, and the future of college graduates. We need our equity work to:

- Ensure utilization of disaggregated data.
- Fosters a culture of improvement and accountability.
- Focus on leading equity indicators.

Colorado Rises Goals

Goal 1

Increase
Credential
Completion

Goal 2

Erase Equity
Gaps

Goal 3

Improve
Student
Success

Goal 4

Invest In
Affordability
And
Innovation

Colorado has significant gaps in educational attainment when measured by race and ethnicity. When compared to the statewide attainment goal of 66%, the following racial and ethnic disparities exist:

37.9%

African American or Black – attainment rate (a gap of 28.1%)

30.9%

American Indian – attainment rate (a gap of 35.1%)

25.1%

Hispanic or Latinx – attainment rate (a gap of 40.9%).

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Thank You!

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Office of Educational Equity

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