

**PREP****Overview**

Schools in the United States have traditionally served many students well. Students have been offered academic courses of high quality and have graduated to pursue opportunities in higher education. But our public schools have not served all students equally well. Those who have been underserved are primarily students of color or students living in poverty, especially in urban areas, and females, particularly in science and mathematics. And even when the inequities have not been institutionalized, as they were in segregated schools before 1954, they have been nearly as insidious. As we work to ensure success for all students, we have to think about how we can create more equitable learning environments that contribute to success for all students. In order to do this, we must first understand what equity is, how it differs from equality, and the elements that create an equitable environment. A commitment to excellence is not complete without a commitment to equity.

**Objectives**

- Understand the difference between equity and equality.
- Identify your first steps in creating an equitable environment.

**Required Materials**

- Equity Workbook
- Pen or pencil

**Mindset Connection: All**

**Step 1: Get Their Attention**

Section	Displayed	Instructions
<b>Opening Question:</b> (2 min)	What does “equity” mean to you? How does it differ from “equality”?	Display the question.  <i>Suggestion:</i> If appropriate and time permits, use one of our suggested icebreakers or one of your own to get teachers participating.
<b>Discussion:</b> (10 min)	What does “equity” mean to you and how does it differ from “equality”?	<i>Suggestion:</i> Give teachers two minutes to reflect before sharing. If conversation is good, allow it to run its course, and try not to end it too abruptly.  <b>Prompt:</b> Who wants to give their definitions of “equity” and “equality”?
<b>Overview:</b> (5 min)	<b>What is equity?</b> Giving everyone the specific tools they need to be successful. In the classroom, educators promote equity by choosing to embrace, rather than shy away from, the unique backgrounds, identities, and experiences each student brings to the table. When necessary, they provide additional levels of support and understanding for those traditionally underserved, to enable them to overcome individual and community doubts about their capability to succeed with distinction.	<b>Prompt:</b> Schools in the United States have traditionally served many students well. But, our public schools have not served all students equally well. Those who have been underserved are primarily students of color or students living in poverty, especially in urban areas, and females, particularly in science and mathematics. As we work to ensure success for all students, we have to think about how we can create more equitable learning environments that contribute to success for all students. In order to do this, we must first understand what equity is, how it differs from equality, and the elements that create an equitable environment. A commitment to excellence is not complete without a commitment to equity.

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**Step 2: Make the Connection**

Section	Displayed	Instructions
<b>Video:</b> (3 min)	Why Equity Matters in Education  <a href="#">Video Link</a>	<b>Prompt (before showing video):</b> Here is an interesting video that shows the difference between equity and equality in the classroom.
<b>Discussion:</b> (20 min)	<p>Observe Questions</p> <ol style="list-style-type: none"> <li>1. What facts about equity in education did you observe in the video?</li> <li>2. What words stuck out to you the most?</li> </ol> <p>Reflect Questions</p> <ol style="list-style-type: none"> <li>1. What parts reminded you of your own experience?</li> <li>2. What was very clear to you? What was confusing?</li> </ol> <p>Interpret Questions</p> <ol style="list-style-type: none"> <li>1. What new vantage point has this given us?</li> <li>2. What other things do we need to consider that may not have been in the video?</li> </ol> <p>Decide Questions</p> <ol style="list-style-type: none"> <li>1. What have you learned today?</li> <li>2. What would our institutions look like if we focused on equity?</li> </ol>	<p><i>Suggestion:</i> Have the teachers break into small groups by grade level or department. Have them discuss among themselves, and then open the discussion up to the larger group, if and when appropriate.</p> <p><i>Suggestion:</i> If meaningful teacher sharing is taking place, feel free to forego some of the following activities or assign them as homework.</p> <p><i>Suggestion:</i> It is not necessary to answer all questions. Choose those that are most appropriate for your group.</p>
<b>How It Looks in Action:</b> (5 min)	<p>How It Looks in Action:</p> <p>In an environment of respect and rapport, all students feel valued. Students are invited and encouraged to participate, and feedback on their learning is provided to all students.</p>	<p><b>Prompt:</b> Now we want to start considering what equity and equality look like in real life.</p> <p><i>Suggestion:</i> Have a teacher read the How It Looks in Action statement shown on the screen.</p>

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**Step 3: Transition to Life**

Section	Displayed	Instructions
<b>Equity Workbook</b> (10 min)	First Steps toward Equity	<p>Suggestion</p> <p>Discuss <b>Exercise #1 First Steps toward Equity</b> in the <i>Equity Workbook</i>.</p> <p>Provide the teachers with a few minutes to determine their “first steps.” Break them into small groups for discussion, and have some team members share, if time permits.</p> <p>Suggestion: If time is short, teachers should complete the above <i>Equity Workbook</i> exercises on their own time prior to the next meeting.</p>
<b>Report Out:</b> (2-3 min)	<p>Teacher Report</p> <p>What is your first step?</p>	<p><i>Suggestion:</i> Facilitator leads the teachers to share their first steps in creating equitable learning environments. Reports can include</p> <ul style="list-style-type: none"> <li>● Highlighting staff members who have already taken action toward equity.</li> <li>● Sharing a first step (personal or in school) they plan to take.</li> </ul>
<b>Continued Learning</b> (2 min)	Continued Learning Opportunities	<p><i>Suggestion:</i> Optional (but recommended) continued learning opportunities that teachers can use to increase their understanding of equity, its origins, and its impact:</p> <ol style="list-style-type: none"> <li>1. Watch the video <a href="#">“Segregated by Design”</a></li> <li>2. Watch the video <a href="#">“Birth of a White Nation”</a></li> <li>3. Take the <a href="#">Equity Perception Quiz</a> *</li> </ol>

[\\* Equity Perception Quiz Answer Key](#)

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