

Lens of Equity: 5 Big Ideas

Access, Opportunity & Outcome

We Embrace Equity – Beaverton School District Pillar:

- Student success will not be predicted based on race, ethnicity, family economics, mobility, gender, sexual orientation, disability or initial proficiencies.
- Diversity and bilingualism are honored as assets.

1. Equity ≠ Equality



2. Highlight Patterns & Themes



3. Interruption Through DII Questions

Discourse I deals with...	Discourse II deals with...
Singular truth of the dominant culture	Multiple stories
Making sure that the change process isn't "too hard"	Making sure the change process yields desired results
Tinkering to improve what exists	Transformation
Techniques, methods, and content	Learning and school relationships
Symptoms	Causes
The way things are	What could be
Blaming others for not meeting our standards	Questioning whether our standards, beliefs, and practices are hindrances
Making sure people aren't uncomfortable	Making sure there's support for people to be uncomfortable
Discipline and control	Alienation and resistance
Competency	Relevance
The familiar	The uncomfortable
Answers and solutions	Dilemmas and mysteries
Information transfer	Discovery and exploration
Ability and merit	Privilege and oppression
Dropouts	<u>Pushouts</u>
Reproduction	Transformation
The work of adults	The learning and experience of students
World-class standards	Re-creating our society
Limited time and ability	Getting started anyway
Isolated incidents of inequity	Systemic oppression

4. Alliance Across Differences



5. Conversations + Actions = Results

“Action expresses priorities” – Mahatma Ganhdhi