



... and **EQUITY** for ALL

Strategic Plan Goal #2

The Center School District WILL eliminate systematic biases and practices that effect equitable access to education, social-emotional support, hiring, and finance.

EQUITY IN THE CENTER SCHOOL DISTRICT

My name is Dr. Stacy King, and I am the Director of Family and Student Services. I am also honored to be facilitating the work of ensuring there is *EQUITY* for *ALL*. As a longtime member of the Center School District community, I know that the work associated with equity has been an embedded part of everything we do. This year marks an opportunity to shore up our foundation by adding an intentional focus on racial equity in the Center School District. This goal starts by establishing appropriate benchmarks that lift *ALL* we serve while paying close attention to those we unknowingly leave behind. Ultimately, *ALL* 2600 CSD students, plus families and employees, benefit when goals and outcomes are matched with strategies/resources/policies/procedures based on the intentional needs of *ALL* and not just some or even most.

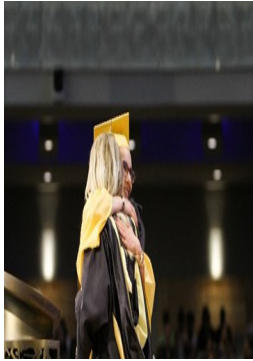
We have already started this process through our partnership with Kauffman Foundation and Beloved Community through the Equity in Schools Project. This collaboration will help the district identify key areas for which celebrations are in order and areas for which careful consideration and revisions are necessary.

Additionally, a Racial Equity Request for Proposal (RFP) Committee has been developed to select a racial equity trainer for the Center School District. This trainer will be presented to Center BOE in September 2021. Over the next two weeks, committee members will review proposals and conduct interviews with the finalists.

Look for information in future issues highlighting events and opportunities available as we work to do the work of ensuing *EQUITY* for *ALL*.

EQUITY IN ACTION IN THE LARGER CENTER COMMUNITY

Tips to Advance the Work of Equity in the Center Community



Examine your beliefs and habits - Many of us hold onto beliefs that we learned as children, and they can influence how we engage in social justice. Positive action toward inclusion and advocacy begins at home. Becoming a strong ally in a social justice movement requires ongoing self-reflection, learning, and openness to growth.

Educate yourself on the issues - Navigating how to get involved can be overwhelming. The best way to start is to familiarize yourself with social justice issues you're passionate about and research what is being done about them. Regardless of the area, you'll better understand an issue's current state by learning about its history.

Discover your local organization - Many advocacy groups for social justice, such as the American Civil Liberties Union (ACLU), have local chapters. To build connections and get involved, seek out organizers and activist groups in your community.

Take positive action in our community - You can learn about issues within your community by watching local news broadcasts, reading the newspaper, and listening to podcasts. Write letters and call your elected city and state officials regarding the issues your community faces.

“He who seeks equity, must DO equity.” Joseph Story

WHAT IS FAIRNESS?

“Fairness does not mean everyone gets the same. Fairness means everyone gets what they need.”

- Rick Riordan, The Red Pyramid

In the Center School District we are committed to providing every student with what they need to be successful!

EQUITY ON THE NATIONAL STAGE

Is Critical Race Theory the Same as Racial Equity? Here's what to know...

As a district, the 2021-2022 school year marks the beginning of a journey that leads us to DOING the work of equity, different from working on equity. This comes at a time when as a country, we are also discussing critical race theory and its impact on what is taught in our public-school classrooms across the country. Below you will find information around race equity different from critical race theory for your consideration. Feel free to check out the links for additional information.

Racial Equity

Equity is giving students the resources they need to be successful, different from equality which focuses on providing all students the same resources, regardless of their needs. In the Center School District Multi-Tiered System of Support (MTSS) is one way we seek to provide individualized academic and/or social-emotional (behavior) support.

Critical Race Theory

Critical Race Theory, or CRT for short, is a theoretical framework that examines the origins of racism and how we might knowingly or unknowingly perpetuate systematic racism across organizations or communities in the US. When we talk about CRT and racial equity, we are talking about two different things. CRT is an academic framework different from racial equity, which focuses on access to resources with the goal of closing gaps along racial lines.

Want more information?

[Is critical race theory the same as racial equity? Here's what to know.](#)

[What is critical race theory?](#)

[Schools keep talking about critical race theory and DEI. What do those terms really mean?](#)

[What is critical race theory and why is it under attack?](#)



EQUITY THROUGH THE PREK-12 LENS

Below you will find tips for teaching and talking to children about race. They are designed to help parents and guardians of all backgrounds talk to their children about race.

Start early.

By six months of age, babies notice racial differences; by age 4, children have begun to show signs of racial bias. Let your child know that it's perfectly okay to notice skin color and talk about race. Start talking about what racial differences mean and don't mean.

Find out what your child knows and how they feel about race.

As parents, we're often faced with having to engage in tough conversations with our children at much earlier ages than we anticipate or desire. Regarding racism, we may be processing our own thoughts and feelings, and it may be difficult to know exactly what to say to our children.

Depending on your child's age, he or she will have some level of awareness about what's currently going on in the world. Children are very perceptive. If the news has been bothering you, it's likely bothering them too. So, initiate the conversation by *inquiring about what they do know and how they feel.*

Acknowledge whatever emotions arise. Emotions can manifest differently for every child, depending on their age, temperament, and experiences. Your child might be afraid of the images of buildings on fire, or they might be afraid of you being hurt or being hurt themselves. Your teen may be confused about why racism is still a significant issue or may express the desire to join the protests in some way. Listen and validate their emotions and be honest with them about your own.

