



Equity in Education

What Does Equity Mean?

- o Equity is not equality
- o Giving people what they need when they need it
- o Some need more than others
- o Student success is demonstrated in diverse ways
- o Intentional shifts in mindset, policy, and practice that prioritize the interruption of systemic inequities

What are the Challenges to Equity?

- o Historical inequities
- o Resistance to change
- o Privilege/entitlement of those who have the potential to oppress
- o Implicit bias
- o Stereotypes
- o Institutional racism

What Actions Create Equity?

- o Changing policy and practice that provide access and opportunity
- o Shifting resources to those who need more
- o Building positive relationships amongst all stakeholders
- o Empowering marginalized stakeholders
- o Shifting mental models



What We Want to Accomplish

- Ensure that Ed Code and equity serve as drivers for Board Policy and Administrative Regulations and guide professional development activities
- Identify and revise policies and practices that contribute to inequities
- Build capacity to address equity issues at all levels of the organization, including ongoing professional development support for PUSD staff
- Address racism, marginalization of student groups, and microaggressions
- Determine additional processes and actions to close access and opportunities gaps as part of an ongoing equity plan
- Engage students, families and staff as thought partners as we move forward to capture the voices of our community