



The Impact of Equity: From Cradle to Careers

Subtitle here



June 11, 2020

By Mid 2020

The majority of
children born into
this country will be
children of color.

50+%

of U.S. children in
school will be children
of color by 2024

10x

Median Income for white households
is 10x greater than black and
Latin/o/a/x households

16%

of Kindergarten students in 18 states
and the District of Columbia are [black](#)

7%

of teachers are black

10%

of principals are black

75%

of all students qualify as poor
or low-income under federal
guidelines for most African
American and Latin/o/a/x
students in half of America's
largest 100 cities



Here's the math



According to the most recent statistics, the nationwide college graduation rate for black students stands at a low rate of 42 percent.

This figure is 20 percentage points below the 62 percent rate for white students.

13.4% of Americans identify as black

64% of Americans who hold a college degree are white, while only 10.4% are black and 13% latino/a/x

Whites accounted for 64% of adults but
30% of prisoners.

In 2017, blacks represented 12% of the U.S.
adult population but 33% of the sentenced
prison population.

In 2017, blacks represented 12% of the U.S. adult population...

...but only 10.4%
of Americans
who hold a
college degree
are black

...but also 33% of
the sentenced
prison population

See the inequities.
Do the math.



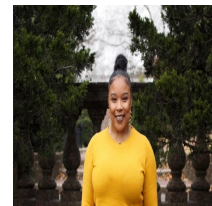
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In what ways has your educational experience shaped who you are?

How important is education to you?

What does educational equity mean to you?

You have a crystal ball to change three things about education in America, what would they be and why?

What is one thing you wish you could tell your teachers or principals from years past about your learning experience? What do you wish you had more or less of along the way?

How has COVID-19 and the continued killings of black people impacted your learning experience and what should we learn from this?

But if you could give some adults out there a little help or advice, what is one secret you can let us old folks in on?

Q & A

Closing Remarks

Why Equity?

System Redesign

If we want to school systems to improve, we must improve the foundational systems that run them. By making better ways for things to get done, the more people will be successful.

School Redesign

The rise of the charter school movement in the early 2000s was an attempt to eliminate some of the educational gaps by stripping away bureaucracy while adding expectations

Classroom Redesign

Even though No Child Left Behind Act has come and gone, schools and teachers continue to spend millions trying to differentiate instruction with dozens of programs aimed to improve achievement.

Foundation of Inequity

→ **Race Relations**

→ **Access to housing**

→ **Access to quality food**

→ **Employment bias**

System Redesign

If we want to school systems to improve, we must improve the foundational systems that run them. By making better ways for things to get done, the more people will be successful.

Systems of Educational Equity Methodology (SEEM)

Equity Digital Dialogue and Podcast

School and District leader coaching

Systems of Education Equity Development Series (SEEDS)

Connect

Include

Create

Foundation of Inequity

Race Relations

Access to housing

Access to quality food

Employment bias

How do we approach equity?

Systems of Educational Equity Methodology (SEEM)

Connect

"Read the Room"

Who is most impacted by the challenge?
How is the challenge presenting itself?
Why does *this* matter?



Teachers, school, and district leaders consistently struggle with community engagement. Instead, we should ask ourselves what our community needs from us to be successful. Our framework provides a way to accomplish just that.

Include

"Lead for three"

"How do we include people in the process?"



Too often, decisions are made from the top down. If we want true investment, there has to be a different way to get the right voices at the table besides our own. Our framework shows decisionmakers how to create buy in without compromising their vision.

Create

"Wear your care"

What system do we need to prioritize for greatest growth?



Education is the slowest big business to innovate in the world. Our staff and students need something different to be successful. Our framework will show you how to build a new approach towards organizational growth and equitable opportunity creation.

They are the rule.



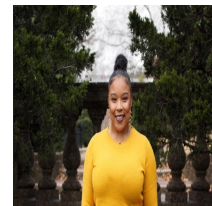
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Not the exception.



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