

Equity Parent Chat

Suzanne Butler

A dark blue diagonal graphic that starts from the bottom left corner and extends towards the top right corner, covering the lower half of the slide.

- Overview of APS Equity
- VA Social Studies Curriculum
- Racial Identity Development

What does equity mean?



DIVERSITY



INCLUSION



Diversity is excellence!



Equity is knowing each student by name and by need. - Dr. Duran

Defining Equity

“Eliminate opportunity gaps and achieve excellence by providing access to schools, and learning opportunities according to each student’s unique needs”

APS Strategic Plan

- In December 2019, APS hired its first Chief Diversity, Equity, and Inclusion Officer (CDEIO)
 - Systemwide equity implementation: Equity Teams

APS Equity Policy

- Recently approved, August 2020
- Governance Practices - equity assessment
- ***Educational Equity Practices: Resource Allocations, Curriculum Practices, Inclusion Resources, Student Support Practices, Instructional Practices, Digital Learning Practices***
- Workforce Practices
- Operational Practices

Verbs of Equity

OMA Evolves into OEE

Office of Minority Achievement (OMA) formed in 1994

- Support historically marginalized students
 - SAT prep
 - Field trips to colleges
 - Scholarships
 - Color of Leadership conferences
 - Advocating for access to academic rigor

Office of Equity and Excellence formed in 2017

- Continue to support historically marginalized students
 - George Mason Early Identification Program for first-generation college students
 - MSAN Social Justice Collaborative
- Support faculty in professional development
 - Curriculum
 - Equity Team

EECs are at each middle and high school in APS.

Think back to your middle school Social Studies classes.

What Black history do you remember learning about?

Black history is American history!



VA Dept of Education

Social Studies Curriculum

[VA African American History Education Commission](#)

- Final report published August 2020

High School

- New African American History class added this year

VS.7c	<p>Varied roles of American Indians, whites, enslaved African Americans, and free African Americans during the Civil War</p> <ul style="list-style-type: none">• Many enslaved African Americans sought freedom by following the Union Army, where many found work.• Clara Barton, a Civil War nurse, created the American Red Cross.	<p>Varied roles experiences roles of American Indians, whites, enslaved African Americans, and free African Americans during the Civil War</p> <ul style="list-style-type: none">• Many enslaved African Americans sought freedom by following the Union Army, where many found work. African American soldiers were paid less than white soldiers.• Clara Barton, a Civil War nurse, created the American Red Cross. Harriet Tubman, an abolitionist and political activist, and conductor on the Underground Railroad. Elizabeth Van Lew, a Virginia abolitionist and spy for the Union Army. Mary Bowser was an African American Union spy.• Robert Smalls, an African American sailor and later a Union naval captain, was highly honored for his feats of bravery and heroism. He was elected to the United States House of Representatives after the war.
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“If we are going to begin to truly right the wrongs of our four centuries of history, if we are going to turn the light of truth upon them, we have to start with ourselves. For too long, the burden has been on individuals and communities of color to lead these discussions. But if more of us have these hard conversations, and truly listen and learn from them, we’ll be better able to shine that light of truth.”

-Governor Northam

Who Am I?

Racial Identity Development



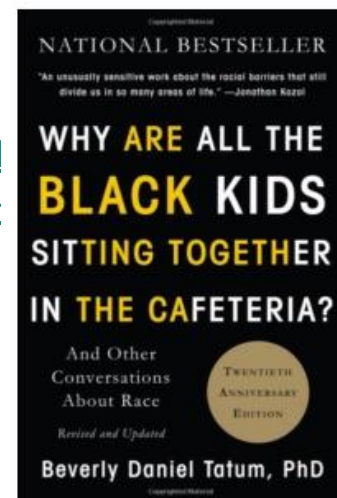
When were you first aware of race?

How, if ever, did any adult give you help understanding racial differences?

Racial Identity Stages

- Beginning to explore racial identity since race is a social construct
 - **What messages does society give about being white adolescents? bi-racial/multi-racial adolescents? Black adolescents? Latinx adolescents? Asian adolescents?**

- Be a race-conscious parent
 - [Twelve Talks](#)
 - [Talking About Race | | of African American I](#)



Questions?

Future
Discussions?

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