

Education Equity Continuum

Status quo

Incremental, sporadic improvement

Pockets of sustained success

Systemic transformation

Apathy

Need to Discover the “Compelling Why?”

ignoring, minimizing, or disregarding evidence of inequities correlated to race and culture

*“We have other priorities right now.”
“It’s not like this problem is unique to us.”*

Awareness

Need to Build Knowledge for Practice

acknowledging inequities that are correlated to race and culture;
learning about root causes;
learning about culturally responsive and equitable practices

“These disparities are impossible to ignore.” “What can I do to make a positive difference?”

Application

Need to Build Knowledge in Practice

consciously and purposefully applying culturally responsive and equitable practices in one’s decisions and actions to close gaps in opportunities and outcomes

“I am personally committed to taking specific, concrete actions to promote equity in my context.” “How am I holding myself accountable?”

Advocacy

Need to Build Knowledge of Practice

consistently, courageously collaborating with others to disrupt systems of inequity and close gaps in opportunities and outcomes

*“I will join with others and leverage our collective knowledge to create more equitable systems.”
“I am accountable accountable to others.”*

Regression

Antipathy- actively or passively resisting, discouraging or impeding movement of oneself and/or others forward along the continuum

“Why do I/we have to do this?” “This is stupid.” “I’m sick of talking/hearing about this.” “We’ve been down this road before.” “I already do this stuff.” “This is too hard.” “It’s not really going to make any difference.” “This is their problem...they need to take responsibility.”