



# Cultivating an Equity Ecosystem

Developing an Equity Plan  
Fall 2019 - Spring 2020  
Equity Office



**AUSTIN**

Independent School District

# AISD's DEFINITION OF EDUCATIONAL EQUITY

**Educational equity means that each child receives what they need to develop to their full academic and social potential.**

**Working Towards Equity in Schools Involves:**

- **Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor;**
- **Interrupting [Disrupting] inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children; and**
- **Discovering and cultivating the unique gifts, talents and interests that every human possesses.** <https://nationalequityproject.org/>



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# TO ACHIEVE EDUCATIONAL EQUITY

**We must  
develop leaders  
who can...**

Transform our institutions  
by eliminating inequitable  
practices and cultivate the  
unique gifts, talents, and  
interests of every child...

So that success and failure  
are no longer predictable  
by student identity – racial,  
cultural, economic, or any  
other social factor.

<https://nationalequityproject.org/>



# AISD EQUITY OFFICE

**PROPOSED EQUITY OFFICE VISION:** Austin ISD will be Central Texas' preferred facilitator of robust, creative and culturally inclusive learning experiences from preschool-secondary levels and will normalize high achievement for all student groups.

**PROPOSED EQUITY OFFICE MISSION:** Support the district in the consistent and equitable resource allocation, evaluation, development and implementation of tools, policies and practices to achieve racial and social equity for students, teachers, staff and the community, regardless of race, ability, socioeconomic status, language, religion, sexual orientation and other human differences.



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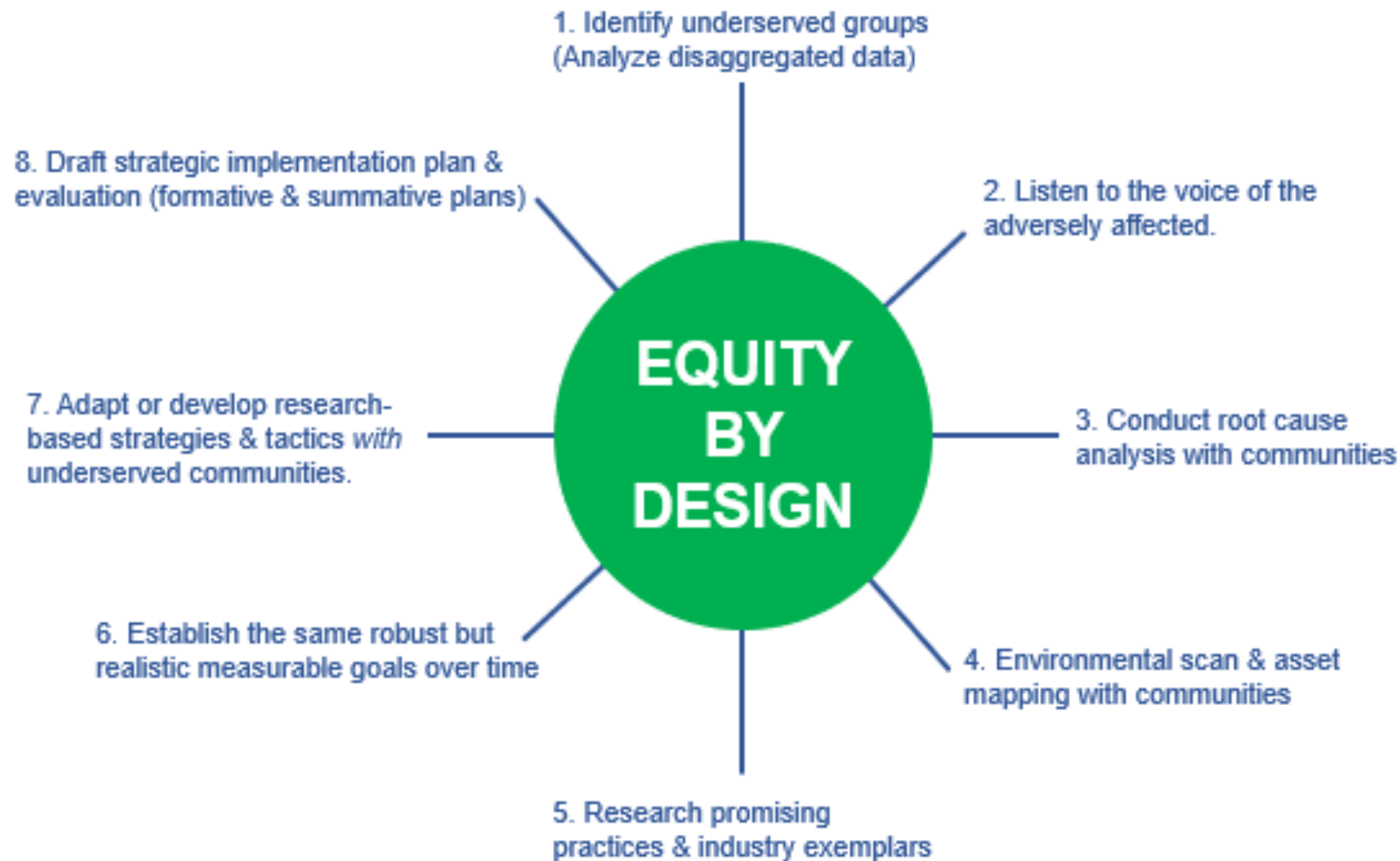
# UNDERSERVED & UNDER-REPRESENTED GROUPS

- **Black Students**
- **English Learners**
- **Hispanic Students**
- **Immigrant Students**
- **Indigenous Students**
- **Students who are identified with mental, cognitive & physical disabilities**
- **Refugees Students**
- **Students who identify as LGBTQIA+**
- **Students identified as Economically Disadvantaged**
- **Students Who Access Special Education Services**

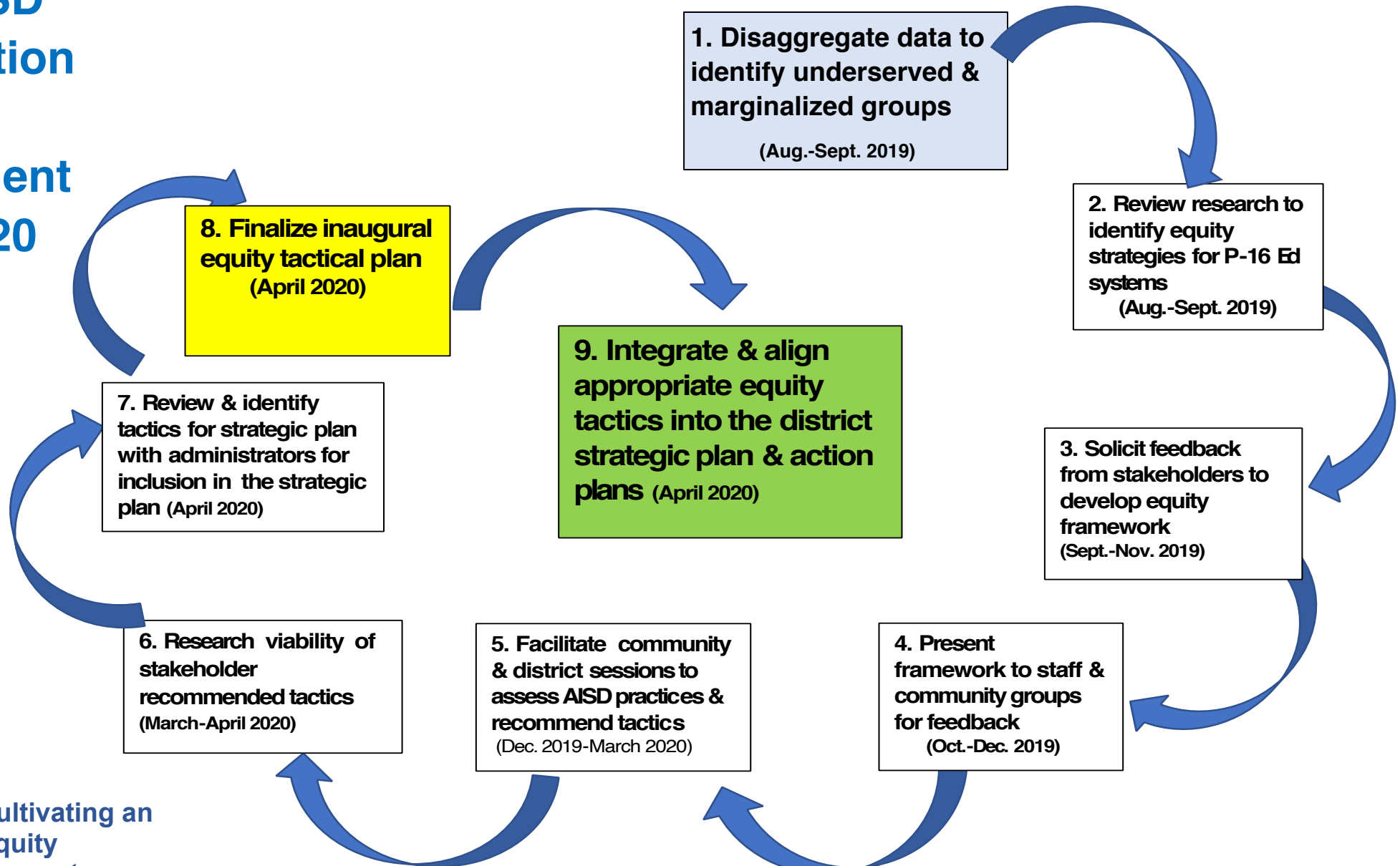


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# Austin ISD Equity Action Plan Development 2019-2020



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# **Educational Equity Requires an Ecosystem**

- 1. Engage in ongoing Leadership Development for inclusion & antiracism**
- 2. Engage in Transparent & Effective Communication with All Stakeholders**
- 3. Engage in Effective Data Collection, Analysis & Use**
- 4. Engage Students & Families**
- 5. Engage All Communities, Particularly Historically Underserved**
- 6. Develop Inclusive, Non-discriminatory & Supportive Policies**
- 7. Apply Research & Evidence-Based Practices**
- 8. Engage in and Support Ongoing Cultural Proficiency & Inclusiveness Development & Training**
- 9. Engage in and Support Culturally Relevant Teaching**
- 10. Engage in Equity-focused Strategic Planning, Evaluation & Budget Allocations**



# WHAT SELECTION ACTIONS SHOULD THE DISTRICT TAKE TO ACHIEVE EQUITY?



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**REFLECTIONS  
QUESTIONS  
SUGGESTIONS**