

The background of the slide is a blurred image of a road stretching towards a horizon. A single yellow light, possibly a street lamp or a distant light source, is visible at the top center of the frame, creating a sense of depth and perspective. The overall color palette is cool, with various shades of blue and grey.

Educational Equity: Leadership in Turbulent Times

**Dr. Avis Williams
Author and Superintendent**

NOLA Public Schools At-A-Glance



41 ELEMENTARY

23 HIGH SCHOOL

3 K-12 SCHOOLS

2,480
GRADUATES 2022

41,583
STUDENTS
(2023-2024)

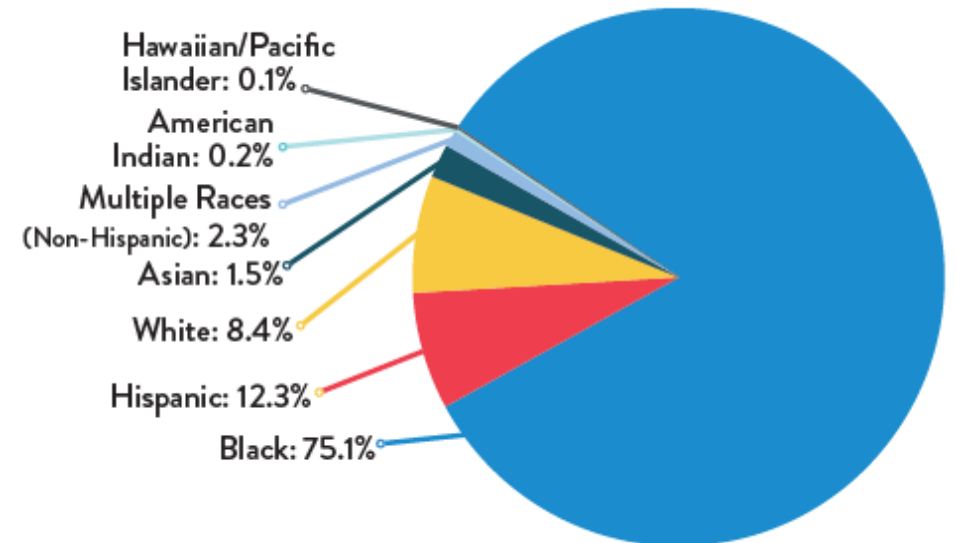


NOLA PUBLIC SCHOOLS



All students receive a
HIGH-QUALITY EDUCATION
that fosters their
INDIVIDUAL CAPABILITIES
while ensuring that they thrive,
achieve physical and mental
wellness and are prepared for
CIVIC, SOCIAL, AND
ECONOMIC SUCCESS.

EVERY CHILD.
EVERY SCHOOL.
EVERY DAY.



THE ANTIRACIST ROADMAP TO EDUCATIONAL EQUITY

A Systemwide Approach
for All Stakeholders



Which states have introduced anti-DEI bills?

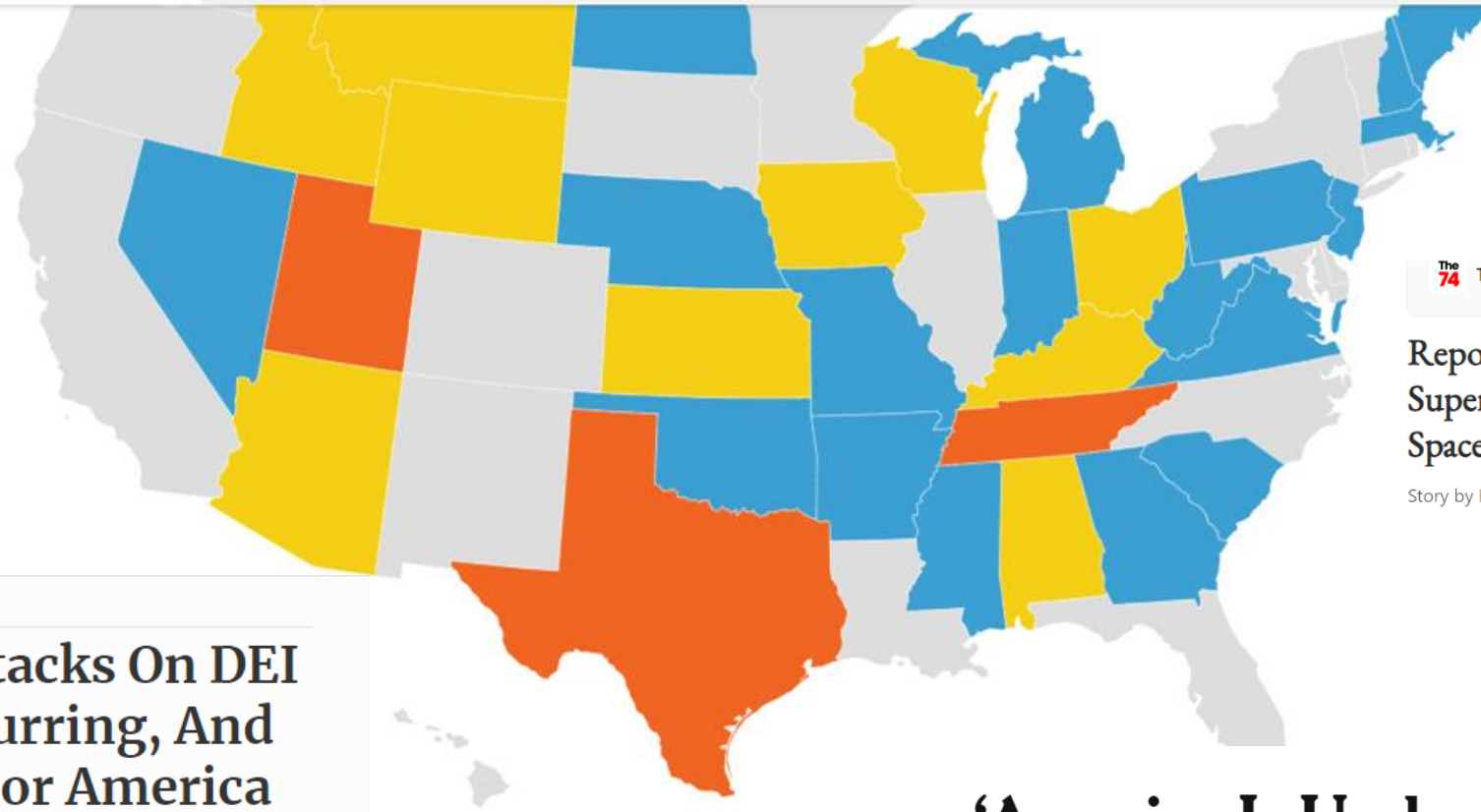
More than 30 states have introduced bills banning or limiting DEI initiatives during their current legis

Introduced Passed at least one chamber Enacted



Map: See which states have introduced or passed anti-DEI bills

SHARE & SAVE



The 74

The 74

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Report Shows Challenges of Being Superintendent in a 'Politicized Education Space'

Story by Hannah McClellan • 8mo • 6 min read

FORBES > LEADERSHIP > DIVERSITY, EQUITY & INCLUSION

Why Politicized Attacks On DEI In Schools Are Occurring, And How They're Bad For America

Shaun Harper Contributor

I am a diversity, equity and inclusion (DEI) expert

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cy data
rine Allen / NBC News

'America Is Under Attack': Inside the Anti-D.E.I. Crusade

By Nicholas Confessore Jan. 20, 2024



Where are we going?

Educational Equity means **every student** has “access to the educational resources and rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, sexual orientation, family background, and/or family income”.

Council of Chief State School Officers, 2019



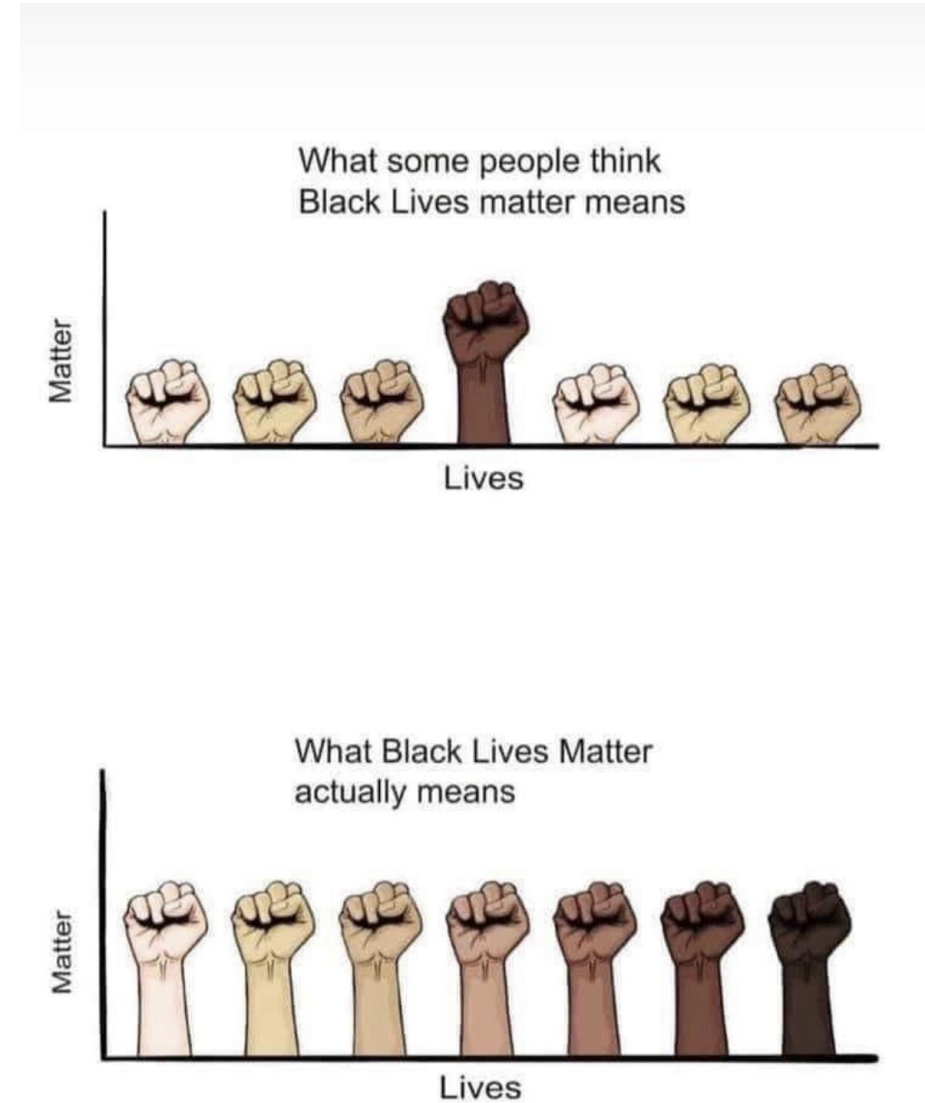
Why Must We Get to Educational Equity?

In 2013, the For Each and Every Child Report of the Equity and Excellence Commission proposed the following: *If Hispanic and African American student performance grew to be comparable to White performance and remained there over the next 80 years, the historical evidence indicates that the impact would be staggering—adding some \$50 trillion (in present value terms) to our economy. This amount constitutes more than three times the size of our current GOP and represents the income that we forgo by not ensuring equity for all of our students. (p. 13)*

What is Antiracism?

- Creating policies, practices, and procedures to promote racial equity.
- Generates antiracist thoughts and ideas by uplifting the innate humanity and individuality of Black, Indigenous, and People of Color.
- Recognizes that there are no traits inherent within a racial group solely because of the color of their skin.
- Pushes us to analyze the role that institutions and systems play in the racial inequities we see, rather than assign the blame to entire racial groups and their “behavioral differences” for those inequities.”

<https://www.nlc.org/article/2020/07/21/what-does-it-mean-to-be-an-anti-racist>



Who is going with you?

Getting to educational equity is the shared work and responsibility of all stakeholders including:

- Teachers
- Curriculum Developers
- School Leaders
- Central Office Staff
- District Leaders (Superintendents)
- Community
 - Businesses
 - Non-profits
 - Families
 - Students
 - Elected Officials



What will we encounter on the journey?

Trip Overview



Landmark



Roadblock



Shortcut



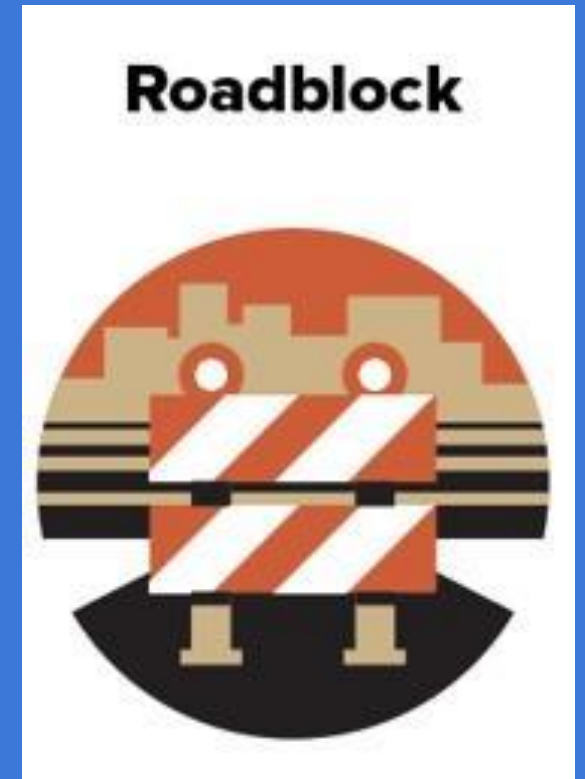
Rest Stop



Stakeholder	Landmark
Teacher	Whole Child Approach
Curriculum Developer	Focus on Rigor
Principal	Positive School Culture & Climate
Central Office Team	Leveraging funds to provide strategic support.
District Leader	A Vision for Equity
Community	Family Empowerment



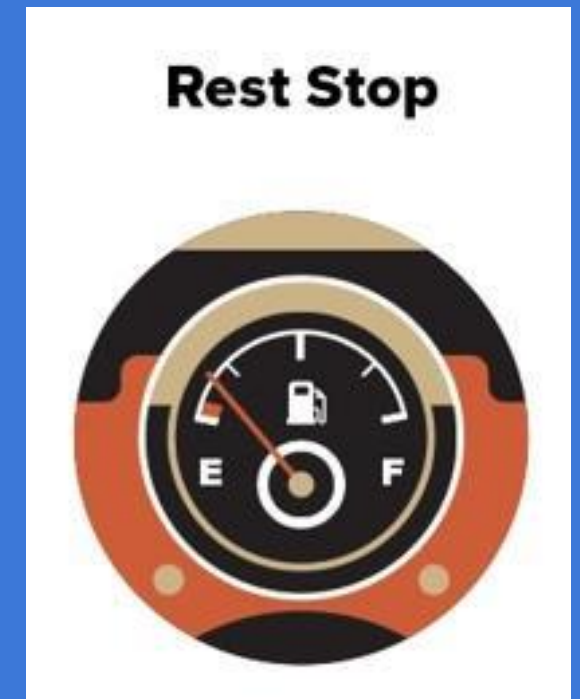
Stakeholder	Roadblocks
Teacher	Low Expectations
Curriculum Developer	Lack of Diversity in the Curriculum
Principal	Lack of Systemic Practices to Support Equity
Central Office Team	Lack of Alignment of Priorities
District Leader	Misunderstandings About Equity & Inclusion
Community	Resistance to Power Sharing



Stakeholder	Shortcut
Teacher	Create a Student Advocacy Group
Curriculum Developer	Classroom Audits
Principal	Provide Space for Wellness
Central Office Team	Celebrate Wins
District Leader	Share Successes & Address Challenges
Community	Assess Your Assets



Stakeholder	Rest Stop
Teacher	How are you creating brave spaces for students to learn authentically?
Curriculum Developer	How can school/district staff diversity the curriculum?
Principal	What student-centered data sources should be interrogated within your school?
Central Office Team	Do your actions future exacerbate racialized gaps in student outcomes?
District Leader	How are teacher voices being elevated in a meaningful way?
Community	What opportunities are provided for students and families to be co-creators of solutions for the most challenging equity issues?



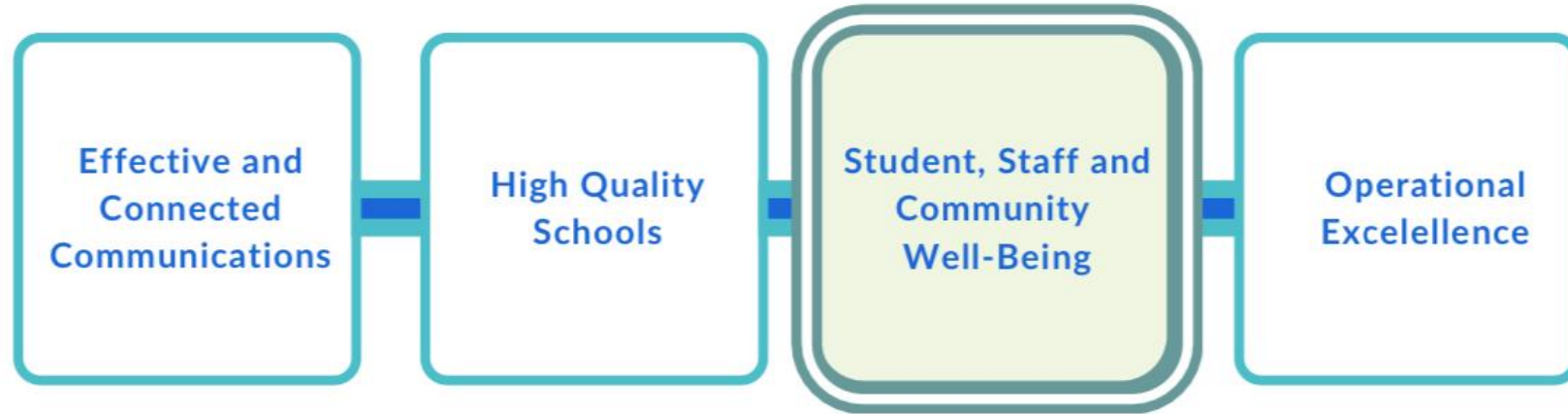
Diversity, Equity, Inclusion, and Belonging Framework

SAMANTHA M. PICHON

Executive Director of Diversity, Equity, Inclusion, and Belonging



NOLA PS EVOLVE COMMITMENTS



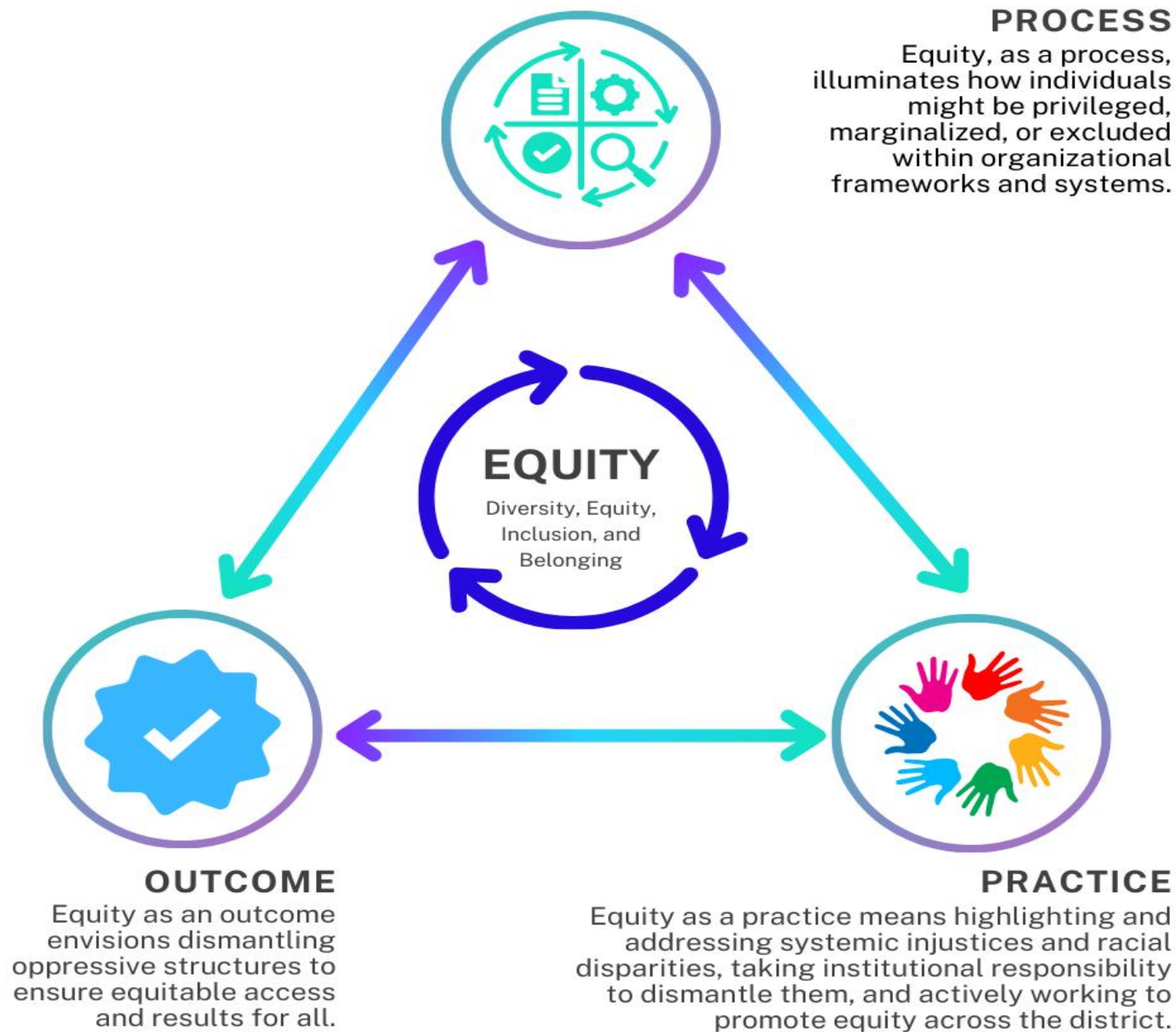
1. Effective and Connected Communications: being clear, consistent, and transparent in centering the voices of students, families, education and community stakeholders.
2. High Quality Schools: providing a quality school environment that prioritizes the needs of the whole child.
3. Student, Staff, and Community Well-being: driving the most healthy and sustainable conditions to ensure long term viability.
4. Operational Excellence: collaborating with diverse stakeholders to drive the best outcomes for students, staff, families, and community.

NOLA PS Equity Definition

NOLA Public Schools defines equity as providing every student with the necessary resources, support, and opportunities to reach their full potential which involves

- ensuring fairness,
- removing barriers, and
- acknowledging individual differences for equal opportunities and student success in school.

Framework Defining Equity in Action



Adopting an Equity Lens Review Process

By embracing an equity lens review process, we:

Acknowledge and tackle ways in which the organization may either promote or hinder progress towards equity.

Become proactive in eliminating disparities arising from systemic oppression, including racism.

Initiate equity measures by first identifying and addressing obstacles that disproportionately affect historically marginalized and excluded groups.

Actively participate in essential discussions and intergroup dialogues around equity, justice, inclusion, and belonging.

Encourage every stakeholder across all NOLA Public Schools to apply the Equity Lens Review tool for embedding equity and dismantling systemic biases throughout our organizational ecosystem.

Equity Lens

The Equity Lens consists of questions designed to integrate equity considerations and counteract systemic biases within organizational structures and processes.

6 Domains that examine:

- 1. Inclusivity and Stakeholder Engagement,*
- 2. Objectives and Resource Planning,*
- 3. Barriers and Impact Assessment,*
- 4. Unintended Consequences,*
- 5. Implementation,*
- 6. Monitoring and Evaluation*

Time to take your own journey!

Trip Overview



Landmark



Roadblock



Shortcut



Rest Stop





***A journey of a thousand
miles begins with one step.***
Lao Tzu

THE ANTIRACIST ROADMAP TO EDUCATIONAL EQUITY

A Systemwide Approach
for All Stakeholders



Thank You!

We wish you safe travels on
your Educational Equity
Journey...

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