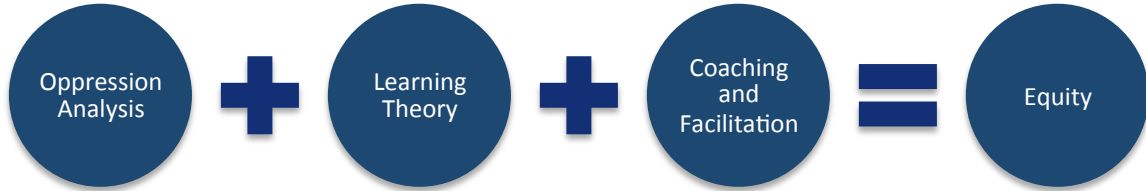


## The Equity Collaborative Framework



Components	Elements
<b>Oppression Analysis</b>	Critical Race Theory Implicit Bias and Cultural Schema Historical Development of Racial Oppression Racial Identity Development
<b>Learning Theory</b>	Cognitive Science (Adult & Child) Culturally Relevant Teaching Students' Six
<b>Coaching and Facilitation</b>	Individual Coaching Group Facilitation Listening Skills National School Reform Faculty Protocols

## Workshops Available

Workshop Topic	Description
<b>Introduction to Equity</b>	The interactive workshop begins with helping participants develop a shared understanding of what equity means. The psychological concepts of implicit bias and cultural schema are explored to help understand how well intentioned people create inequitable systems. Participants use facilitated conversation to explore their own equity challenges and consider how to begin addressing them.
<b>Culturally Responsive Teaching</b>	Teachers and instructional leaders need thorough understanding of learning theory and its connection to culture. The workshop builds on the research validated teaching methods that are particularly impactful for students of color. The presentation is built on student voices describing examples of each strategy and the impact students feel when the strategies are used.

<p><b>Coaching for Equity</b></p>	<p>School administrators, instructional coaches, and equity team leaders all benefit from having effective strategies for coaching others engaged in equity. This session uses transparent facilitation to model group facilitation skills while also teaching coaching strategies grounded in an equity framework.</p>
<p><b>Leading for Systemic Equity Change</b></p>	<p>Leaders with positional authority, such as school board members, superintendents, and principals have specific responsibilities for closing opportunity gaps and building equitable systems. This workshop looks at the historical creation of institutionalized inequity in schools as a basis for examining a systemic change model.</p>
<p><b>Supporting Positive Racial Identity Development</b></p>	<p>Student services and non-core classroom teachers can play a special role in the important work of building positive racial identities as a precursor to academic success. This workshop uses video and artwork created by students to help participants understand why racial identity matters and how youth development workers can embed support for positive racial identities into their existing practices.</p>