

*Equity at Evanston Township High School

Dr. Marcus A. Campbell, Superintendent
Pat Savage Williams, Board President

*Race Matters

*What is Educational Equity?

*Why Race

*About ETHS

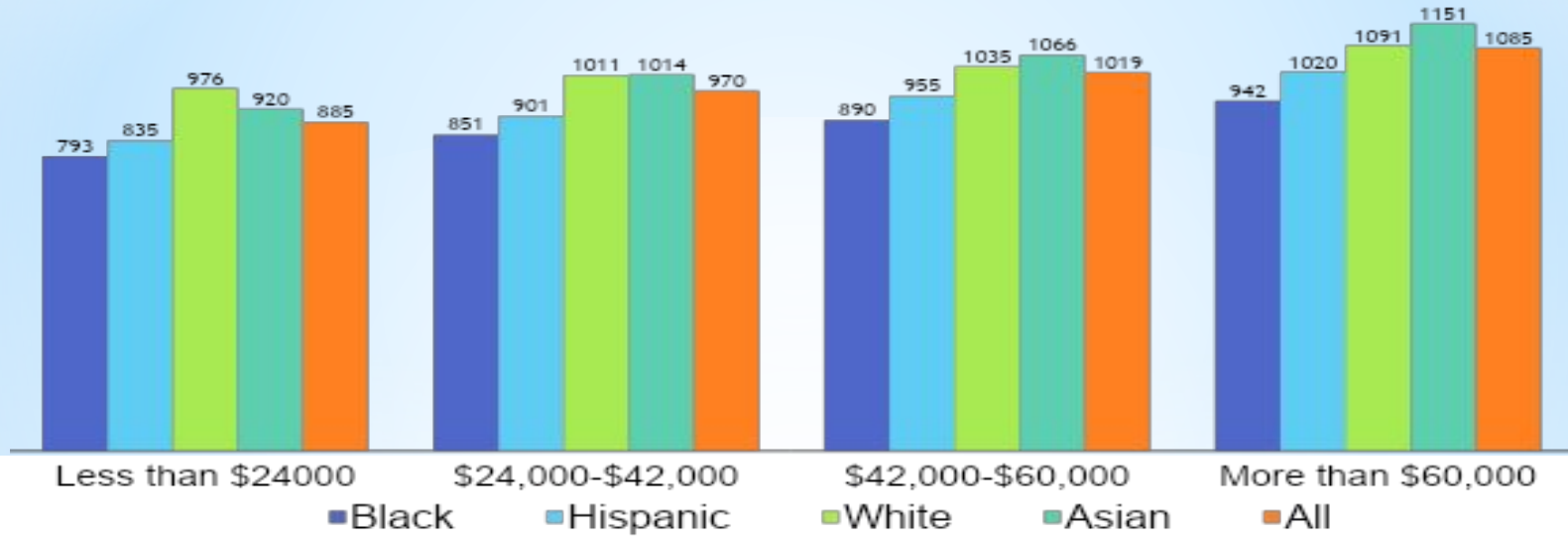
*Equity in Action

***Agenda**

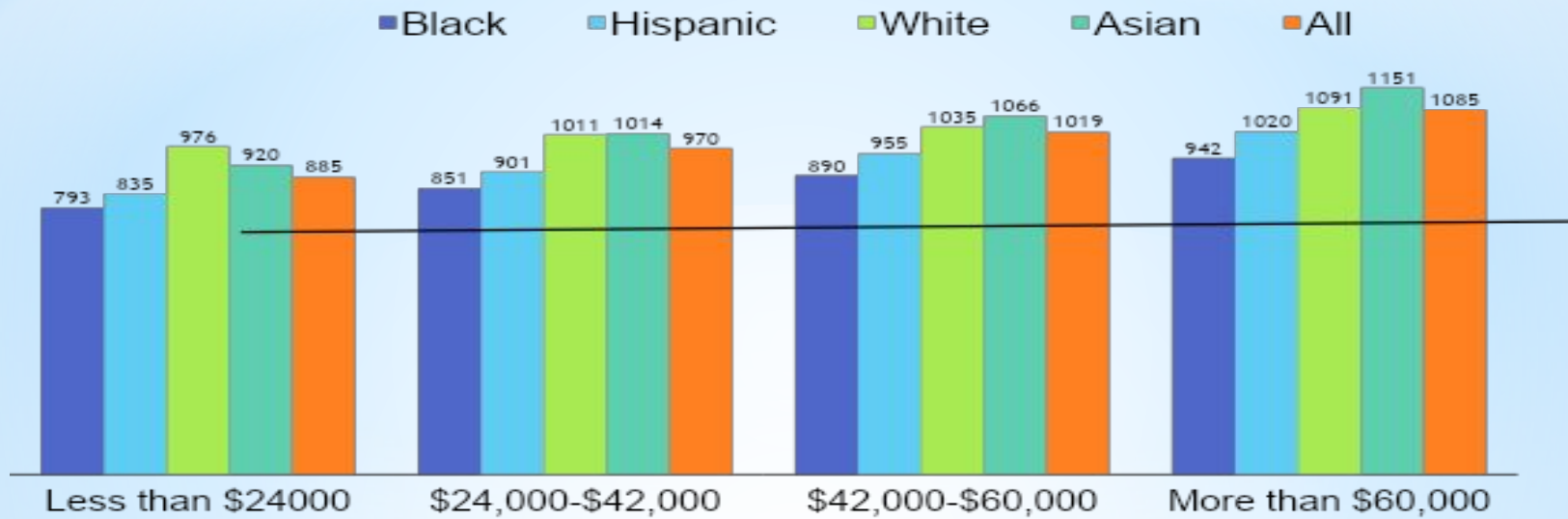
“The problem of the twentieth century is the problem of the color line, the relations of the darker to the lighter races of men in Asia and Africa, in America and the islands of the sea.”

* Dubois, 1903

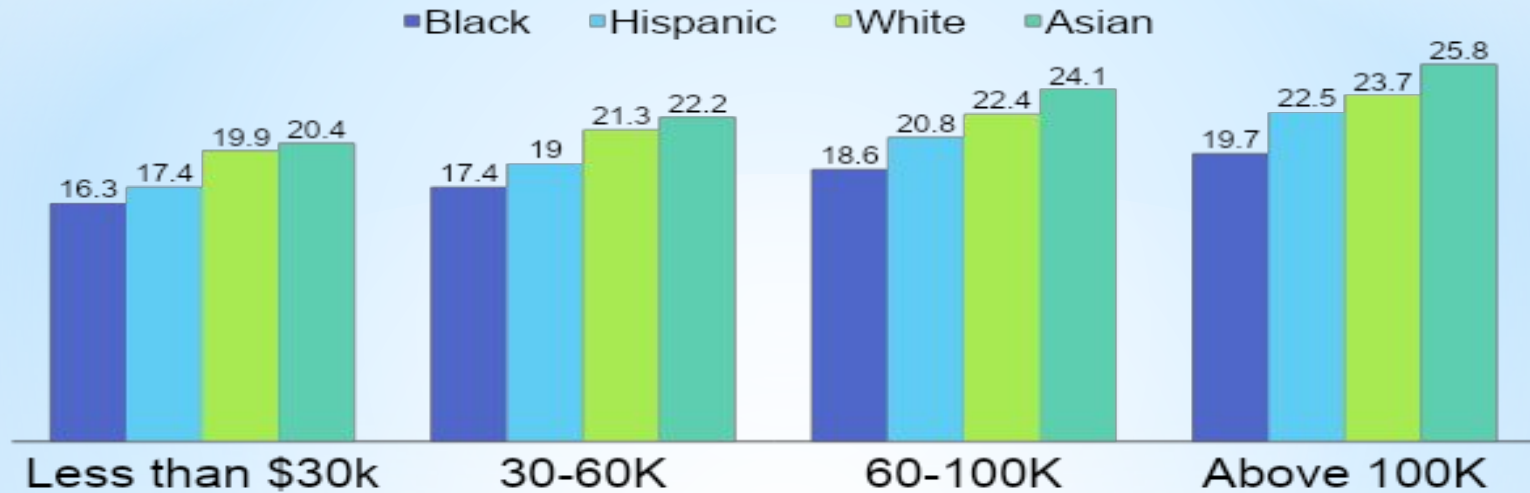




SAT by RACE/ Ethnicity and Family Income



*** Average SAT Scores by Parental Income and Race/Ethnicity**



*** Average ACT Composite Score
by Income and Race/Ethnicity**



Violence

El Paso shooter posted manifesto online shortly before shooting with the expressed goal of fighting a “Hispanic invasion of Texas”, GQ, Aug. 9

Protesters sue Chicago Police over 'brutal, violent' tactics



A pipeline is threatening their homeland. Indigenous women are fighting back.

Virus cases are surging at crowded immigration detention centers in the U.S.



President Trump becomes first president to be impeached twice

* Emmett Till Memorial



Three white University of Mississippi students were suspended from Kappa Alpha fraternity after a photo surfaced of them posing with guns in front of the Emmett Till memorial--CNN, July 26



Antwon Rose Jr.
June 19, 2018

Michael Brown Jr.
Aug. 9, 2014



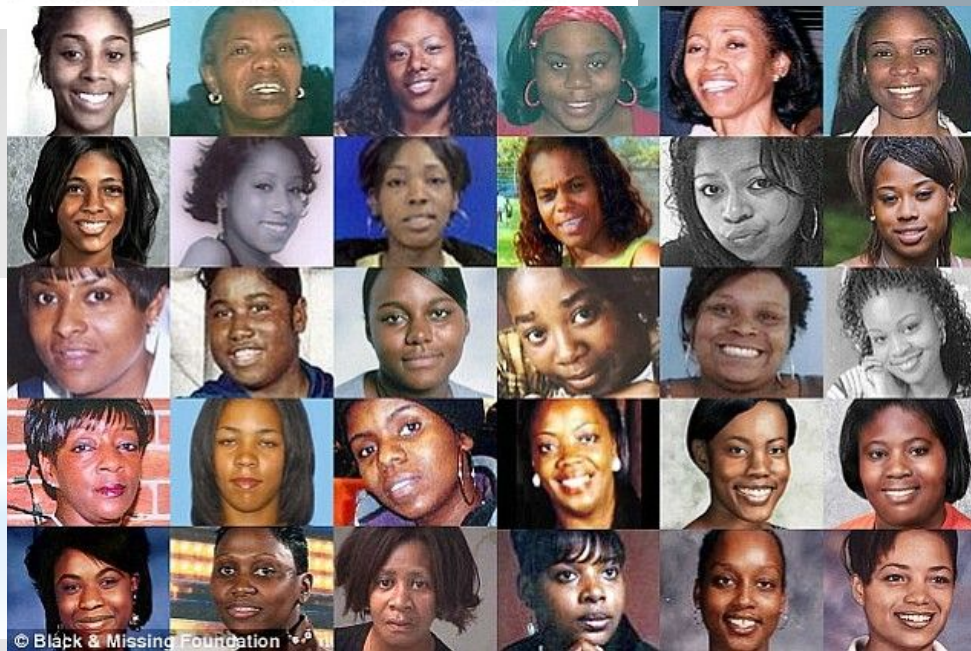


Pedro Villanueva
July 3, 2016

Anthony Nuñez
July 4, 2016



The crisis of murdered and missing Indigenous women



Who is looking for missing Black girls?





'He relives it all again': the lasting impact of detention on immigrant children

Racism Harms Children's Health, Survey Finds

There are at least 2,500 youth sentenced to life without parole in America, according to the American Civil Liberties Union. Sixty-percent of them are black Americans. Though the U.S. Supreme Court ruled in 2012 that

more rapid development of coronary heart disease.



How Racism Breaks the Human Body

by Celeste Little | 02.27.18

After adjusting for socioeconomic status, family structure, primary language and other factors, the researchers found a significant link between exposure to racism and health. The average proportion of children reported by parents to be in "excellent health" decreased by 5.4% among those exposed to perceived discrimination, for example. Exposure to racism also appeared to boost the odds of ADHD by 3.2%.

Ruby Nell Bridges Hall
turned 60 on Sept. 8,
2018

**California students spell racial slur
in photo during senior picnic**

Sept. 27, 2018

**Pennsylvania high school cancels all games
against another district after alleged racist
slurs**

Sept. 14, 2018

**White social studies teacher ousted over slavery lesson
plans to sue over reverse racism**

January 9, 2018



*Equity vs. Equality

Equity is the process, equality is the product.



*Equity

Educational equity is raising the achievement of all students while

- narrowing the gaps between the highest and lowest performing students; and
- eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories.

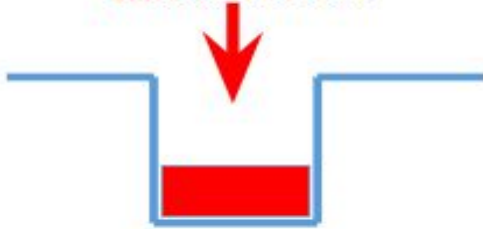
*Equity and Equality

Equity means that students with the greatest need receive the greatest level of support to guarantee academic success.



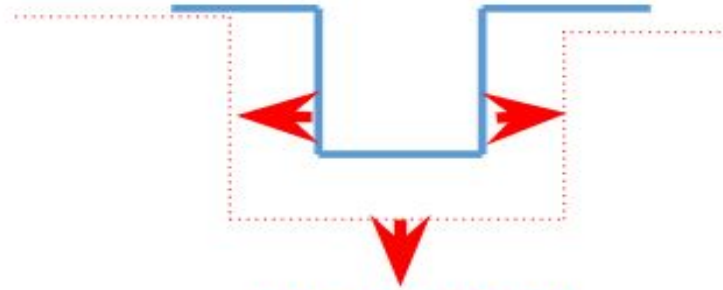
Adaptive and Technical

Technical Challenges
require
information



Skill-set Shift

Adaptive Challenges require
transformation.



Mindset Shift



* 3,693 students

43% White

26% Black

19% Latino

12% multi-racial, Asian Pacific Islander

* 99.9 Million

* 715 Staff

* 40% free and reduced lunch

* **About ETHS**

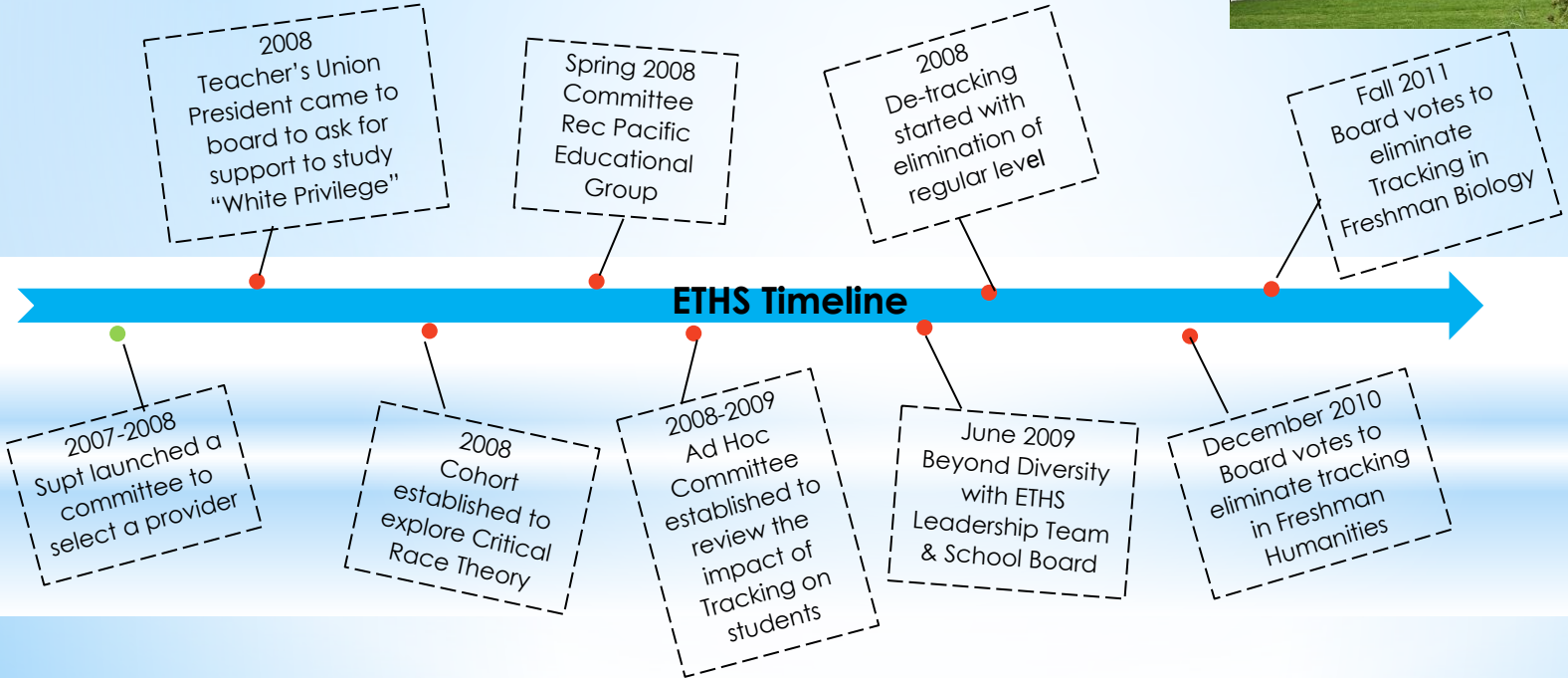
***What is ETHS doing to address racial equity?**

“The moment we choose to love we begin to move against domination, against oppression. The moment we choose to love we begin to move towards freedom, to act in ways that liberate ourselves and others. That action is the testimony of love as the practice of freedom.”



bell hooks

Preparation...



*“Beyond Diversity”, a nationally recognized seminar aimed at helping administrators, teachers, students and parents identify, define and examine the powerful intersection of race and schooling. Today, thousands of seminar participants throughout the country practice the agreements and conditions of "Courageous Conversation" as they struggle to usher in culturally proficient curriculum, instruction and assessment.

***Beyond Diversity**

* This group is responsible for planning, facilitating, oversight and accountability of the systemic equity transformation process at ETHS. DELT meets weekly for purpose of reviewing the status of programming and planning steps; they also continue the collective education for faculty and staff regarding transformation for racial equity.

*** District Equity Leadership Team (D.E.L.T.)**

*3 members of staff have worked during the past year on additional training from PEG to become affiliates. This has allowed them to prepare to lead Beyond Diversity training for the district in the future. This has been an investment in “training the trainer” for systemic equity change.

*** PEG Affiliates**

* 25 teachers, from all departments have volunteered to become collaborative action researchers in their classrooms. CARE Team develops lessons based on state and district standards using research based culturally relevant pedagogical standards to engage their students of color. Teachers develop a deep base of knowledge about a group of 3-5 students of color (a focus group) by interviewing the student, other professionals in the building who know the student, and perhaps the students' parents. Teachers also examine focus student work in depth.

*** Collaborative Action Research for
Equity - C.A.R.E. TEAM -**

*These parent groups work on self advocacy and engagement with the high school. Their primary focus is to strengthen the relationship between ETHS and communities of color. They are run with collaboration of ETHS staff and parent leaders. Each group has a monthly meeting.

***E-BAN & Latino
Advisory Council**

* SOAR is less of a group but more of a venue for students to talk about race with one another using the protocols. There are several ongoing conversations/field trips where students engage in challenging discussions where they discuss their racialized experience at school and in the larger Evanston community.

***SOAR - Students
Organized Against
Racism**

Social Consciousness Series programming supports the academic and social-emotional wellbeing of all ETHS students through:

- * 4 student summits which provide opportunities for students to connect with themselves and each other through reflection and identity exploration according to an affinity model.
- * Professional development for ETHS staff members that center conversations on race and the historic presence of racism within education
- * Special events open to the Evanston community (educators, students, families) that encourage participants to engage in critical thought about their racialized experiences and its relation to the systemic oppression rooted in anti-blackness.

*Social Consciousness Programming

* All summits align with the “Year of the Black Male” at ETHS as they are part of the adaptive work being done to create spaces where students feel valued, heard, and visible. All summits center student voice and involvement in the design of programming.

* The summit series includes:

- * Black Student Summit
- * Asian and Middle Eastern Student Summit
- * LGBTQ+ Student Summit
- * Latinx Student Summit
- * ETHS Parent Summit

 **ETHS Summits**

FAN Speakers

- * Ta-Nehisi Coates *
- * Bryan Stevenson *
- * Ibram Kendi *
- * Isabel Wilkerson
- * Dr. Carol Dweck
- * Richard Rothstein
- * Karamo Brown
- * **Rep. John Lewis**
- * Dr. Sean Reardon
- * Dax Develon-Ross
- * Angie Thomas
- * Jeff Duncan Andrade
- * Brene Brown
- * Heather McGhee

2012-2022

- * Sen. Corey Booker
- * Sen. Elizabeth Warren
- * Claude Steele
- * Sara Lawrence-Lightfoot
- * Colson Whitehead
- * Nadine Burke Harris
- * Gloria Ladson - Billings *
- * Carol Lee
- * Eve Ewing *
- * David Blight
- * Robin DiAngelo
- * Eddie Glaude jr.
- * Angel Harris



Community PD

- * - Increasing access and success in Advanced Placement
- * - Developed an earned honors model
- * - Continuing to examine and refine grading practices
- * - Curriculum Review Process
- * - Eliminating disparities in discipline
- * - 100% of staff gone through Beyond Diversity, Induction process has been refined. (EEA 1, 2, 3)
- * - Detracking - English, History, Biology, Chemistry, Algebra, Geometry, Fine Arts, Career and Technical Education.
- * - Refined hiring process
- * - Increasing parent engagement and partnership
- * - Increasing community engagement and partnership FAN speakers
- * - Raising student awareness for racial equity.
- * - Ongoing professional development/ Speaker series / book reads / SEED
- * - Black Male Initiative / Social Consciousness Series
- * - Equity Recess
- * - Board Elections

Equity In Action

Board/Trustees:
goals and equity statement

Staff:
review data &
identify needs

strategies

10. Expect opposition:



- a. Change is difficult and not always welcomed by everyone. Many will engage in vocal discussions and conversations about racial disparities but proposals for structural and policy changes towards dismantling what has been in place for decades are not often met with universal approval.
- b. This can divide a community as there is significant controversy surrounding racial equity work.
- c. The fact that this controversy is almost exclusively generated by white parents, educators, policymakers and other community stakeholders, most of whom have never personally engaged in racial equity training, presents another significant challenge. While it is important to continue engaging with them as community members, employ careful and thoughtful responses and strategies.

8. Be data informed:

The patterns established have been in place for decades if not hundreds of years. It is unlikely that disparities will disappear within a few years.

- a. Examine data on student academic performance, discipline, attendance, dropout and graduation rates, involvement in extracurricular activities, special education classification, and access to student services.
- b. Identify areas of inequity in student success and participation, disaggregating data by race/ethnicity, socioeconomic status, gender, disability, and English language proficiency. Develop statistical measures to assess equity in these areas.