



Exploring Equity Concepts in Ohio's K-12 Education System

Ohio Early Childhood Higher Education Summit

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Course Objectives

Understanding the Concept of Educational Equity as Defined by the Ohio Department of Education for K-12 Education

Understanding how “Cultural Responsive Education” Defines Educational Equity
Understand how ODE Defines Cultural Responsive as a Tool

Identifying Individual and System Barriers to Educational Equity

Pedersen's Developmental Model

Awareness

Know you need to Know

Knowledge

Learn and Question

Skills

Intentional Practice

Attitudes

Growth Mindset

A young girl with dark hair, wearing a white lab coat over a purple shirt and clear safety goggles, is smiling at the camera. She is holding a black pen in her right hand and a small wooden stick in her left hand, working on a small mechanical or electrical project on a wooden table. The background is blurred, showing a classroom or workshop setting with a potted plant and a white table.

Defining Educational Equity

State of Ohio Defining Key Terms

Diversity

the condition of having or being composed of differing elements; variety

Equality

the state of being equal, especially in status, rights, and opportunity; fairness

Justice

equality of economic, political, and social rights and opportunities within society

Inclusion

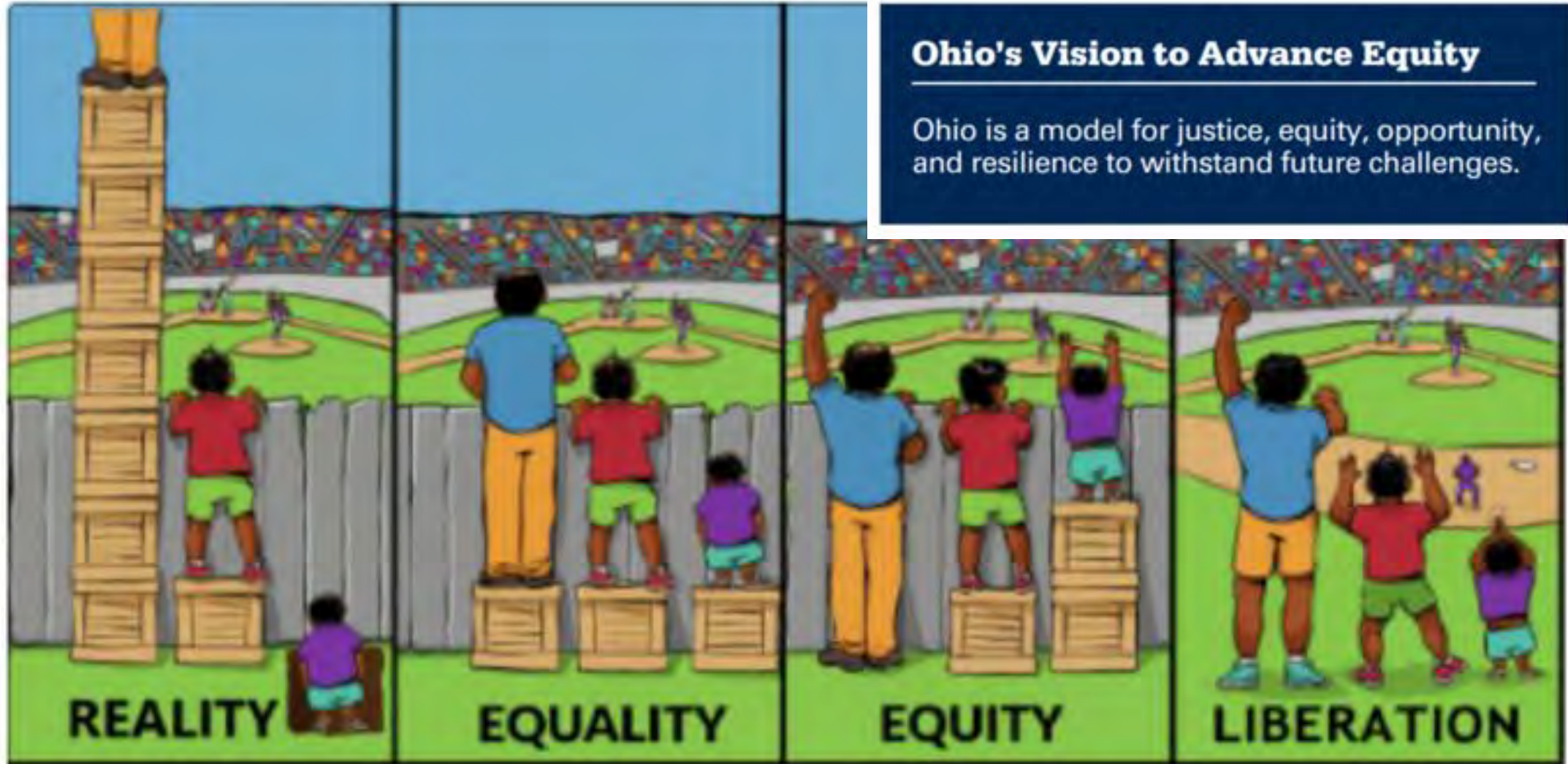
to take in or comprise as a part of a whole or group

Equity

the right of and access to resources to achieve the outcome of equality

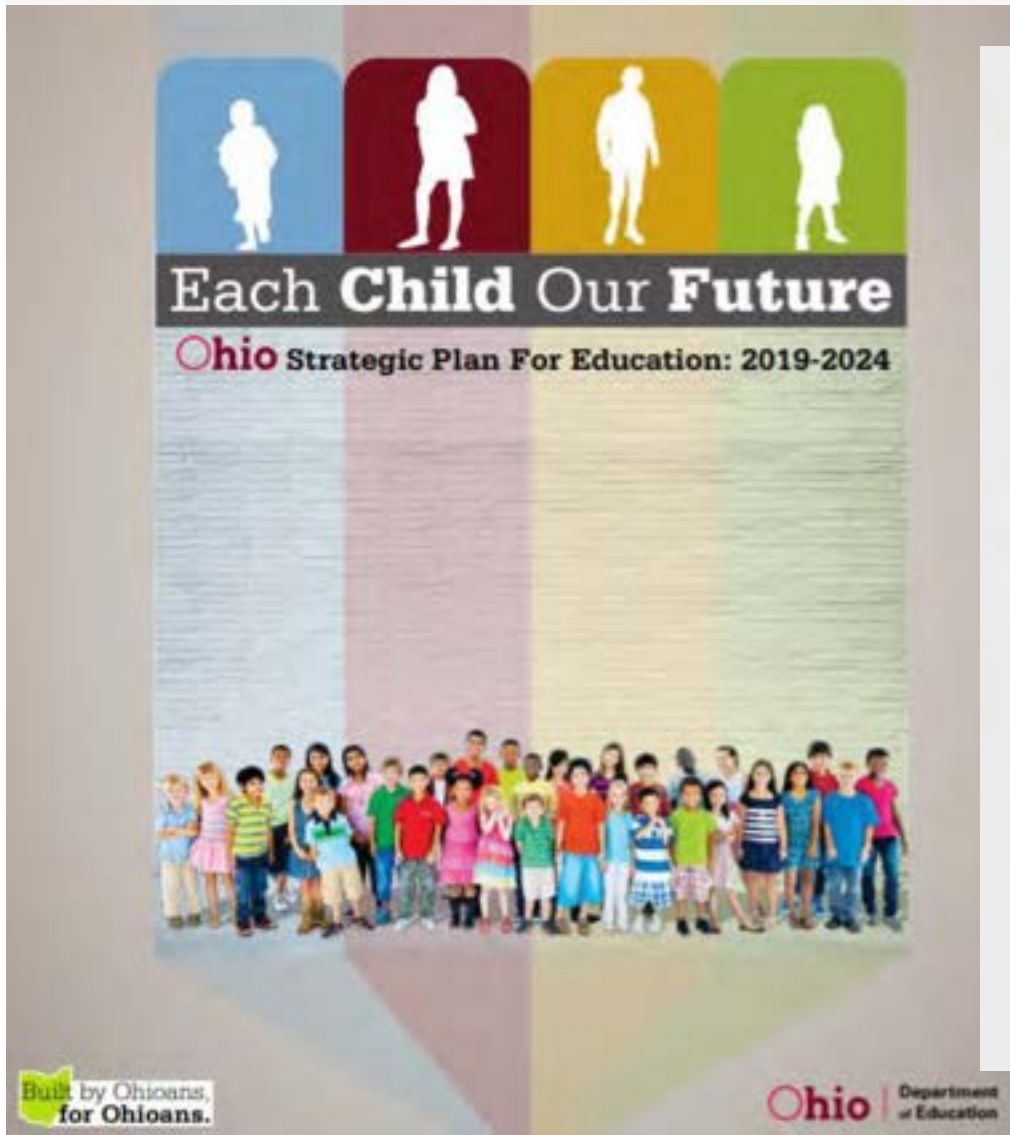
Institutional Bias

bias embedded as normal practice within an organization that supports a systemic devaluing of certain groups



& JUSTICE

Each Child, Our Future



<http://education.ohio.gov/About/EachChildOurFuture>



The Whole Child Framework (2020) (6m34s)
<https://www.youtube.com/watch?v=XuR7QHjNwng&t=102s>

ODE Defining Key Terms

Ohio's *Whole Child Framework*

A collaborative approach to learning and wellness

Equity in Education

each child having access to relevant and challenging academic experiences and educational resources necessary for success across race, gender, ethnicity, language, disability, family background and/or income

Equitable Education System

an education system that ensures all children can achieve their academic potential despite personal and social circumstances

ODE's Vision of Equity

to ensure each student is challenged, prepared and empowered for their future by way of an excellent education through meeting the needs of the whole child



Exploring the Impact of Culture

A photograph of four students in a classroom setting, working together on a project. Three students are seated at a desk, and one is standing behind them, all looking at a small electronic device. The desk is cluttered with various electronic components, wires, and a small circuit board. A computer monitor is visible on the right side of the desk. In the background, a whiteboard displays a grid and some handwritten text, including "Serial print" and "Serial write". The overall atmosphere is collaborative and focused.



ODE's Path to Equity

to align work with the needs of the populations you serve through a thoughtful, systemic approach

Cultural Responsiveness

Coordinated Policy

Continuous Improvement

Defining Key Terms for Culture

Cultural Responsiveness

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Ohio's Whole Child Framework
A collaborative approach to learning and wellness

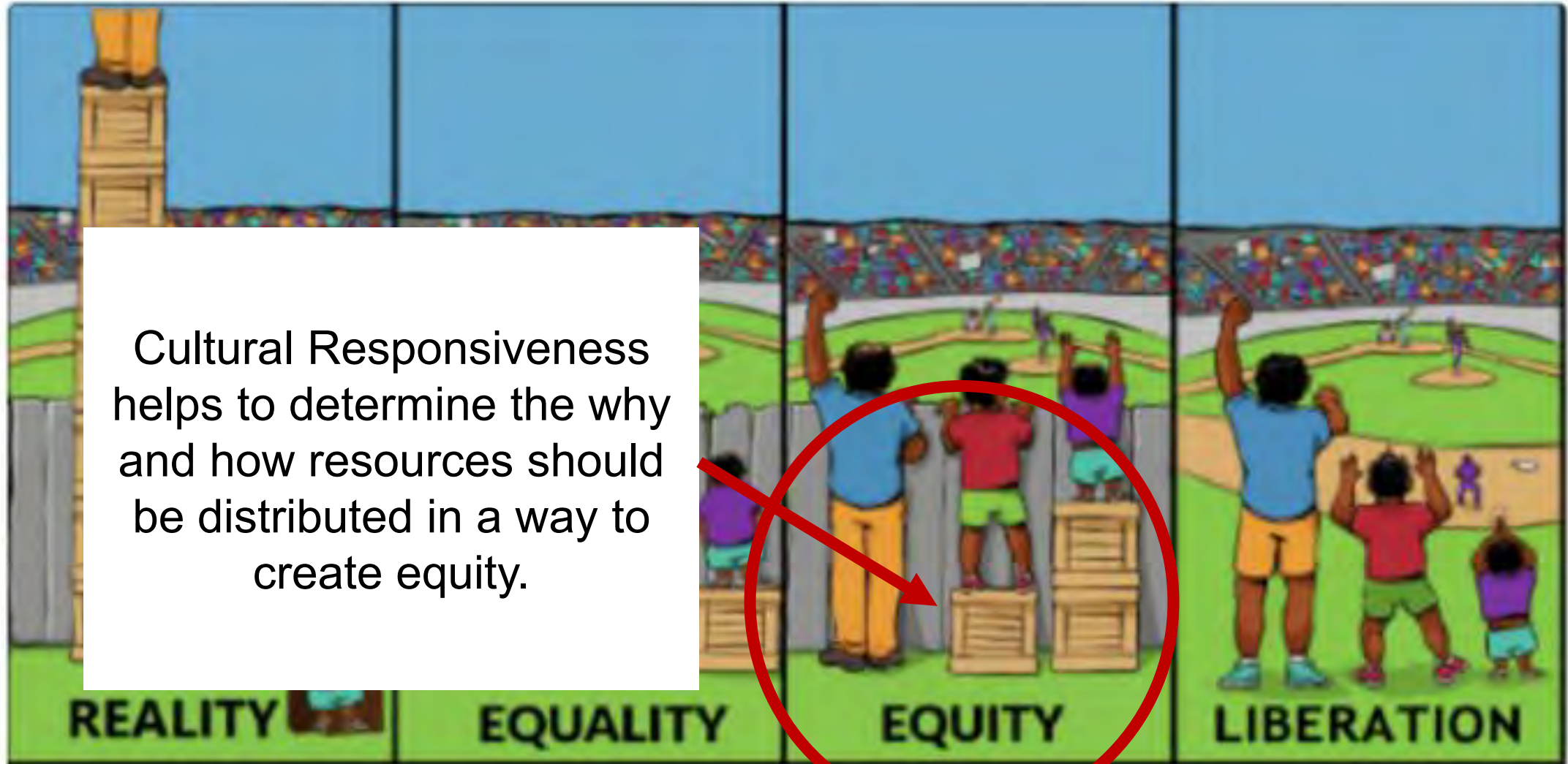
Culture

the customary beliefs, social norms, and material traits of
a racial, religious, or social group



Supporting Schoolwide Culturally Responsive Practice (2020), (4m6s)
<https://www.youtube.com/watch?v=ztnwmVBMfd0>

Cultural Responsiveness helps to determine the why and how resources should be distributed in a way to create equity.



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Defining Key Terms

Cultural Competency

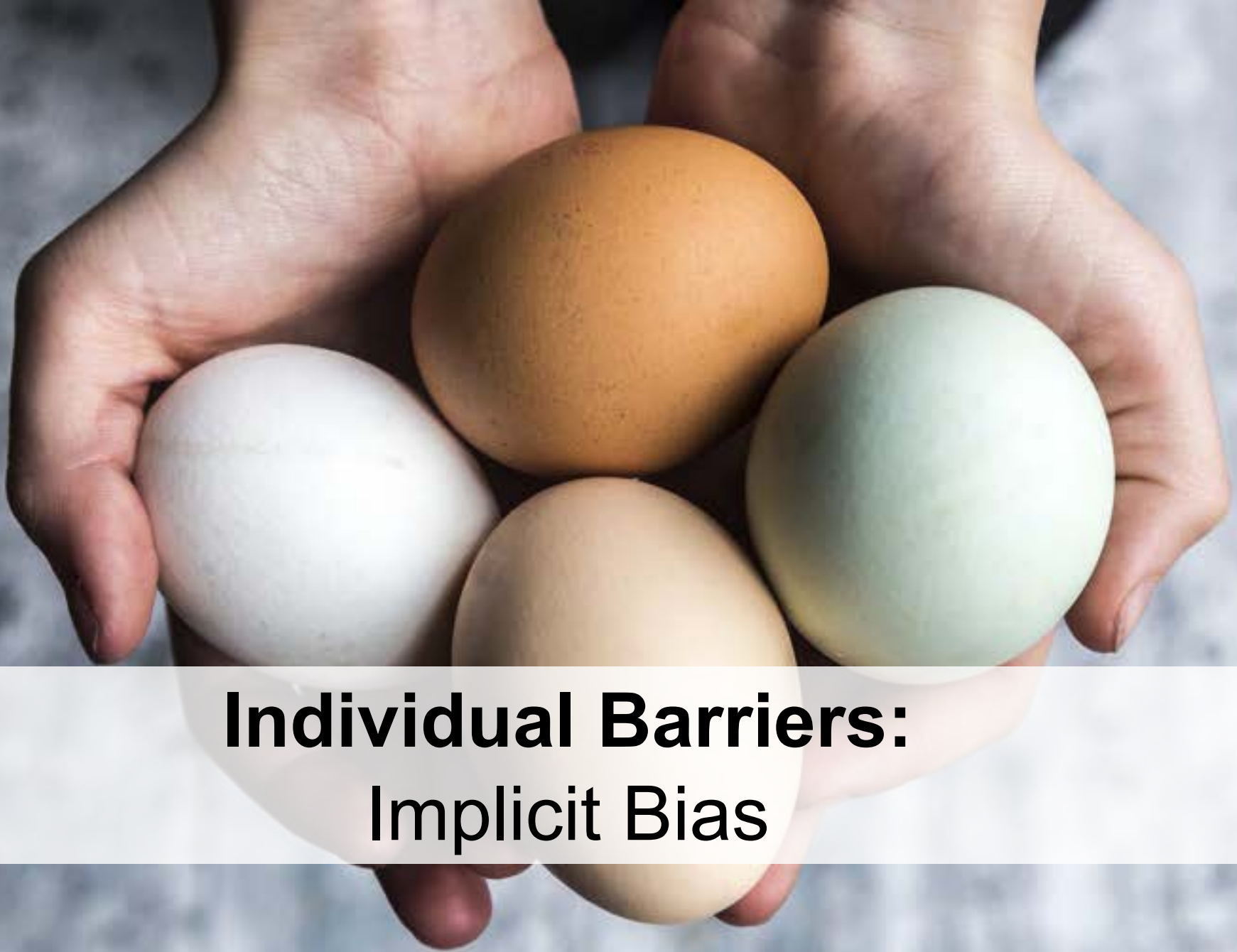
a continuous learning process that builds knowledge, awareness, skills and capacity to identify, understand and respect the unique beliefs, values, customs, languages, abilities and traditions of others

Cultural Humility

ability to maintain an interpersonal stance that is other-oriented in relation to aspects of cultural identity; encourages personal reflection and growth around culture

A photograph of two children sitting on a concrete sidewalk, drawing with blue chalk. The child on the left is a boy with dark hair and glasses, wearing a blue patterned shirt and jeans. The child on the right is a girl with dark hair, wearing a dark t-shirt and light blue shorts, with an orange backpack. Between them is an orange box labeled 'Side Walk Chalk' and 'Trotter Co.'. The background shows a brick wall and a white fence. The text 'Identifying Barriers to Equity' is overlaid in white.

Identifying Barriers to Equity



Individual Barriers: Implicit Bias



Defining Implicit Bias

“The way that our understanding, actions, and attitudes are shaped by our unconscious.”

“The idea that we have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and gender that we are not aware of.”

Characteristics of Implicit Bias

Pervasive

Not Explicit Bias

My N I g “Y u”

F h “I” G u

Can Be Unlearned

Blind Spots

Things We Can't

the patterns our brains create based on our bias that influence what we “see”, understand, and make decisions about the world; habits, patterns or behaviors that we cannot see in ourselves



Microaggression

“Microaggressions are verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”

Dr. Derald Wing Sue

*Professor of Counseling Psychology
Columbia University*



Elements of a Microaggression

Occur Everyday

Verbal, Nonverbal, and Environmental

Slight, Snubs, or Insults

Intentional or Unintentional

Hostile, Derogatory, or Negative

Based on Marginalized Group

Interrupting Bias

Become a Detective, Look for Patterns,
Be Honest, Build Awareness

Education & Exposure

Intentional Practice, Mindset,
Act with Humility



The Implicit Association Test
<https://implicit.harvard.edu/implicit/selectatest.html>





System Barriers: Social Determinates of Health

State of Ohio | Defining Key Terms


Institutional Bias

A tendency for the rules, norms, procedures, and practices of institutions to operate in ways which result in certain social groups being advantaged or favored and others being disadvantaged or devalued.

Systemic Bias

When numerous organizations use their institutional bias to fulfill their missions, causing an impact to the broader societal system.

Social Determinants of Health



Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	Quality of care
Medical bills	Playgrounds	Higher education		Stress	
Support	Walkability				
	Zip code / geography				

Health Outcomes

Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

School Determinants of Health

Physical & Structural Environment

Activity Space, Physical Safety, Air Quality, Hazardous Environments, and Rural/Urban Locations

Health Policies

Policies for Health Education and School Safety

Health Programs

Nutrition, Physical Education, Prevention/Interventions, and Health Services

Health Resources

Availability of Nurses, Mental Health and Physical Specialist, Link between School & Community Health Resources

School Climate

Violence /Bullying, School Norms, Academic Values, Teacher/Child Relationship, and Family/School Connection

School Composition

Average Pupils Socioeconomic Status, Student and Staff demographics, School Size

A Pair of ACEs



What are ACEs? | Pediatrician explains effects of adverse childhood experiences (2020), (6m12s)

Implementing Cultural Responsiveness

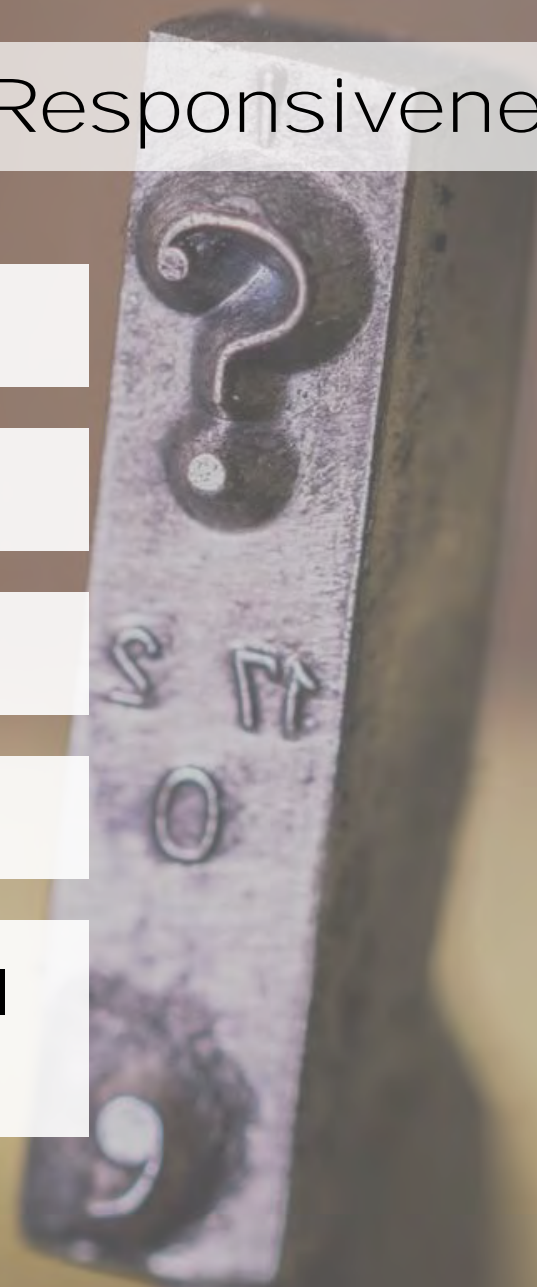
Am I **Aware** of the Cultural Disparity?

Do I Know **Why** the Disparity Exists?

What is my **Knowledge** of the Culture?

What **Additional Knowledge** do I Need?

What **Tools/Skills/Resources/People** do I need to Gain this Additional Knowledge?



Intersectionality

Your Unique Identity

the interconnection of an individual's dimensions of diversity that combine, overlap, or intersect in a way to give a different societal experience or perspective for the individual

Dimensions of Diversity



A group of five diverse children are dressed as superheroes, standing on a sandy beach. From left to right: a boy in a blue suit with a red mask and a lightning bolt on his chest; a girl in a pink suit with a pink mask and a 'POW' sign; a girl in a white suit with a yellow mask and a 'POW' sign; a boy in a red suit with a blue mask and a 'POW' sign; and a boy in a green suit with a green mask and a 'BOOM' sign. They are all smiling and posing heroically. The word 'Thank you!' is written in large white letters across the center of the image.

Thank you!

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