



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# LEADING WITH LENS OF EQUITY

# PRESENTERS

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# INTRODUCTIONS



What do you hope to learn or take away from this session?

What challenges are you facing in your district that this presentation might help you think about or address?

# MINNESOTA: THE NEXT 10 YEARS


## Tipping Points: Year When Age Group Becomes “Minority White”



Note: Year indicates first year when the size of the age group's white population is superseded by that of the age group's non-white population.

Source: William H. Frey analysis of the 2014 U.S. Census Bureau Projections

# A STORY NOT ONLY OF DIVERSITY BUT DISPARITY



Measure	White, Non-Latino	Persons of Color	Rank of Disparity Among 25 Largest Metro Areas
<b>High School Graduation</b> (% of population age 25+ with a high school diploma)	96%	78%	3
<b>Employment</b> Percentage of civilian working-age population that is employed	79%	65%	1
<b>Above Poverty Line</b> Percentage above poverty threshold	94%	74%	1
<b>Income</b> Per capita income	\$37,943	\$18,078	4
<b>Home Ownership</b> Percentage of householders who own their homes.	76%	37%	1

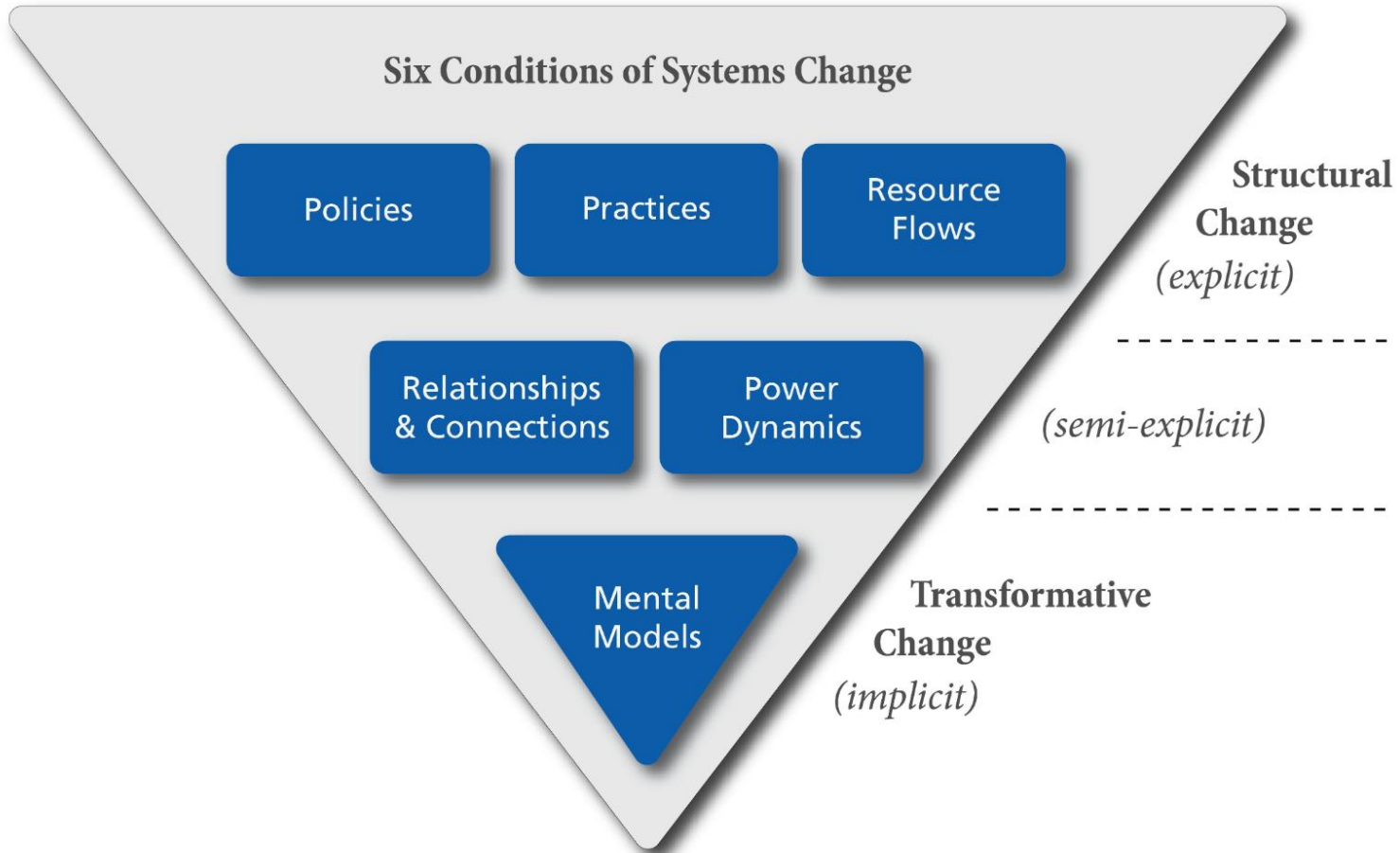
Source: Metropolitan Council Thrive MSP 2040 Report, p. 40

## DISCUSSION



What do you see as the demographic changes in your school district?

What is true for your school district?





BHS Students in the Equity Innovation Lab want to develop an initiative to educate the school and community about cultural competence.



# **NINE OPPORTUNITIES TO INCREASE EQUITY & OPPORTUNITY WITHIN A SCHOOL DISTRICT**

**Cultural  
Competence**

**Staff Diversity**

**Culturally  
Responsive  
Teaching**

**Eliminating  
Bias**

**Courageous  
Conversations**

**Strong Teacher-  
Student  
Relationships**

**Youth Voice**

**Academic  
Opportunity**

**Inclusion**



# MENTAL MODELS

An explanation of someone's thought process about how something works in the real world. It is a representation of their personal beliefs, values, and surrounding world. It reflects the relationships between a person's perception of others through their own dimensions of diversity.



# A CULTURALLY RESPONSIVE SCHOOL DISTRICT



## Modeling Inclusionary Practices

Relationships are **transformational**

Use of **equity data** helps to lead school/organizations reforms

Needs are **recognized** and **met**

**Community-based Mentoring** is part of school/organizational culture

**Partnerships** with families and community

**All identities** are welcome in all school/organizations' spaces

# WHAT IS CULTURAL PROFICIENCY?



## Continuum of Cultural Competency



Google



the



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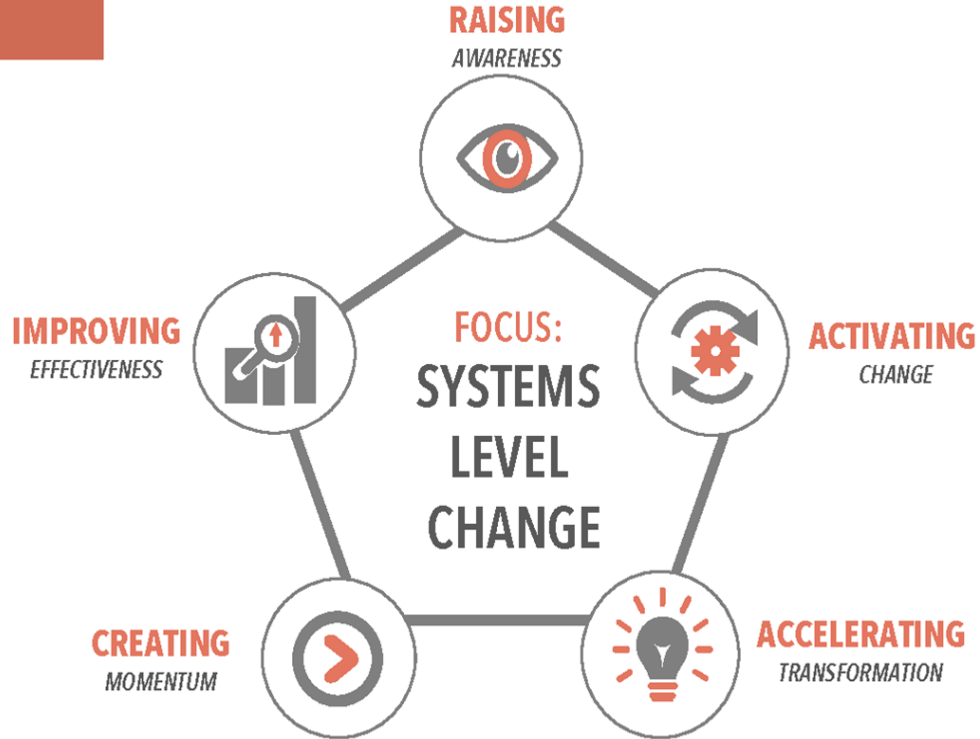
# HOW DOES BIAS SHOW UP IN YOUR EDUCATIONAL SETTING

# NOW WHAT?

# EQUITY INNOVATION CENTER



**EQUITY  
INNOVATION  
CENTER**





# WORK OF THE EQUITY INNOVATION CENTER



## BUILD AWARENESS

- Equity Innovation Experience
- Social Responsibility Assessment (SRA)
- Workshops

## DEVELOP LEADERS

- Equity Leader Institute
- Educational learning and Staff Development

## ACCELERATE CHANGE

- Equity Innovation Labs
- Think Tanks
- Community Forums

*Passion for vision, Commitment to mission, Lens of equity and inclusion*



**EQUITY  
INNOVATION  
CENTER**

# QUESTIONS?



**THANK YOU!**