



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Deputy Superintendent's Advisory Council

Friday, September 29, 2017

Winema Event Center



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Welcome!

Thank you for being here!

Today's Agenda

8:30 – 9:00 am

Networking Breakfast

9:00 - 9:20 am

Welcome and Introductions

9:20 – 9:45 am

Where We've Been & How We're Moving Forward

9:45 – 10:00 am

Break

10:00 – 10:30 am

Oregon Education Priorities

10:30 – 12:00 pm

How Does Oregon Define Equity?

12:00 – 12:45 pm

Lunch and Networking

12:45 – 1:45 pm

Sharing Your Artifact

1:45 – 2:00 pm

Break

2:00 – 2:45 pm

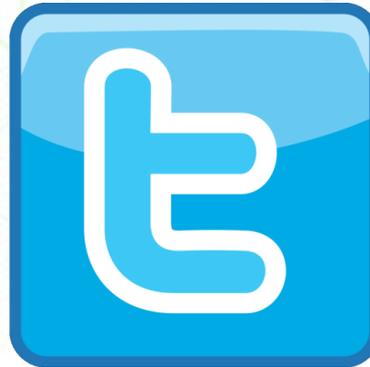
Teacher Leadership in Oregon

2:45 – 3:00 pm

Next Steps and Adjourn

Tweet our meeting!

Be sure to tag our meeting as #DSAC17



Please follow us on Twitter!
@ORDeptEd

Where We've Been





Commitments

- Improving student outcomes and boosting graduation rates
- Closing the state's achievement and opportunity gaps
- Leveraging and sharing high-quality instructional practices and promoting educational leadership



Meeting Dates for 2017-18

Date	Location
Friday, December 1, 2017	Portland
Friday, February 9, 2018	Portland
Friday, April 27, 2018	Salem



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Let's take a break

Please return by 10:00 am



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Salam A. Noor, Ph.D.

Deputy Superintendent of
Public Instruction





OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Defining Equity: A Collaborative Dialogue

Dr. Darryl Tukufu, *Assistant Superintendent*

Dr. Markisha Smith, *Director*

Dawnnesha W. Lasuncet, *Education Specialist*

Office of Equity, Diversity, and Inclusion



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Personal/Historical Experiences: Dr. Darryl Tukufu

- Race relations
- Diversity
- Equity
- Inclusion
- Equality

Grounding: Preparing for the discourse

How would you describe your experience(s) with:

- professional learning/collaborations?
- “equity” conversations?
- conversations about race and culture?

What have been the costs of your experience(s)?

Benefits?

Grounding: Preparing for the discourse

In order to engage in *transformational leadership for equity*, this requires:

- Navigating through the discomfort of not knowing “the answer”.
- Being willing to face your own fear when it comes to issues of oppression, including how you have been personally affected.
- Supporting others to do the same.
- Creating safe spaces that honor both cognition and emotion.
- Finding the courage to interrupt and transform inequitable systems into places of opportunity for young people and adults. -- *National Equity Project*

Personal perspectives on “equity”

- What does equity mean to you?
- What have been your lived experiences of inequity?
- What factors help shape your understanding of equity in education?

What IS Equity?

- Colorblindness?
- Equality?
- Access?
- Proportional Outcomes?
- Political Change?
- Social, Psychological, and Institutional Change?

Education Equity: EDI's Past Messaging

Education Equity refers to the transformed ways in which systems and individuals habitually operate to ensure that every individual (learner) in whatever environment (learning) has the greatest opportunity to work (learn) enhanced by the resources and supports necessary to achieve competence, excellence, independence, responsibility, and self-sufficiency for life. (school) –
(*Equity Audits in the Classroom*, 2011)

Education Equity: EDI's Current (work-in-progress) Messaging

Education Equity is the policy, practices, and legislation that translates into resource allocation, strategic investment, and opportunities for historically underserved youth and protected classes, which results in reaching each and every student/all students.

-- (Lasuncet, 2016)

Education Equity:

EDI's Current (work-in-progress) Messaging

Education Equity means that every student has access to the resources and educational rigor they need at the right moment in their education, despite race, gender, ethnicity, language, disability, family background or family income.

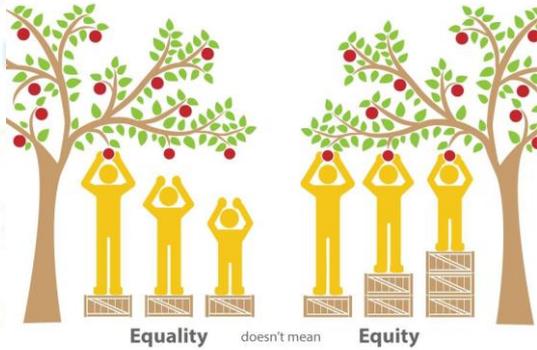
-- (CCSSO, 2017)

How Does This Statement Land?

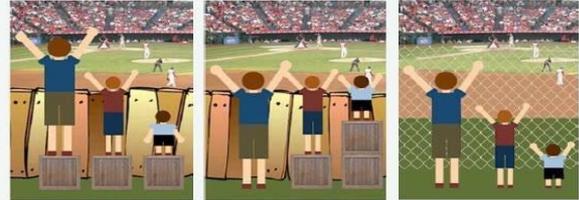
“Equity is nothing without evidence-based, data-driven action that centers on, serves, and amplifies the most impacted, harmed, and oppressed...”

— (Radix Consulting Group LLC, 2017)

“Look Familiar?”: Popular Images of “equity”



EQUALITY VERSUS EQUITY



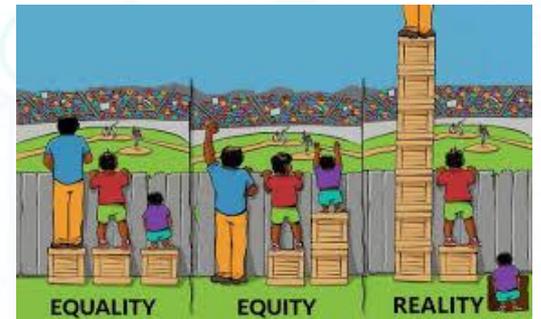
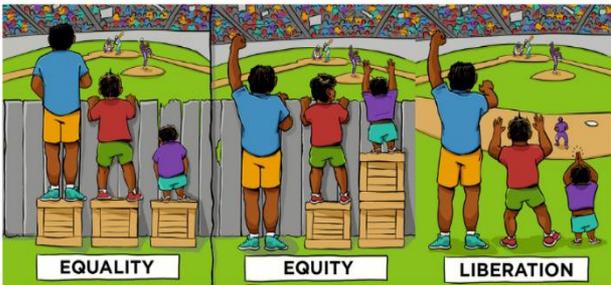
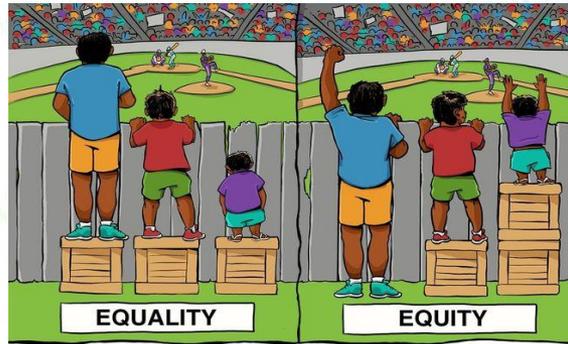
In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

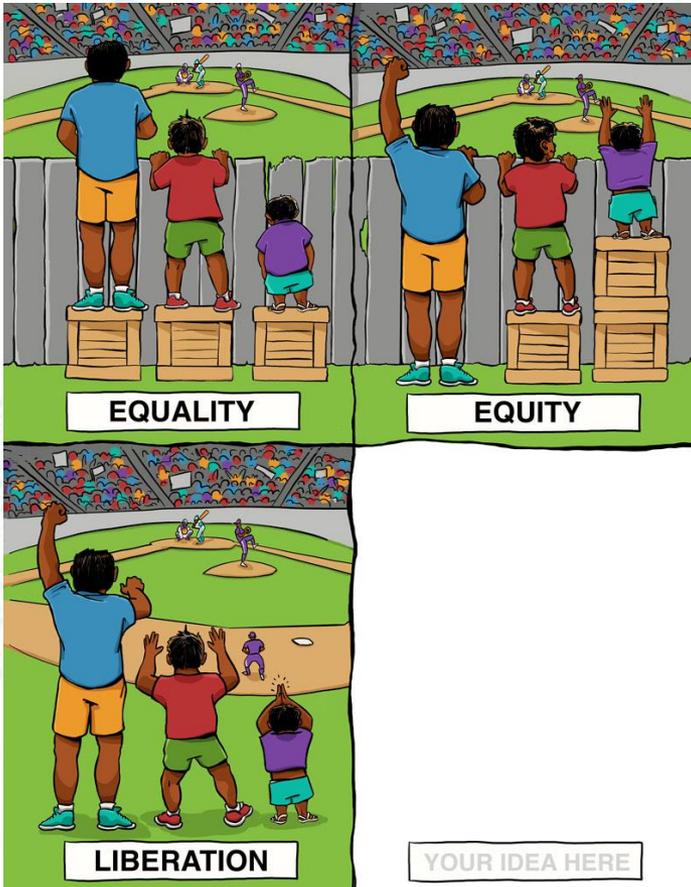
In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Have you seen these images before?

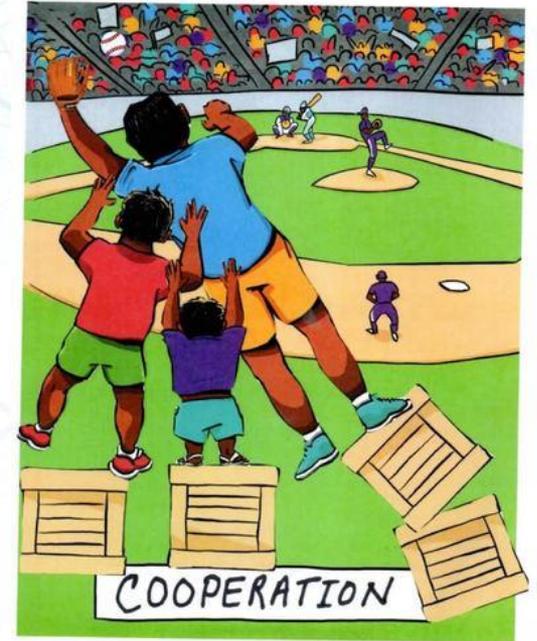
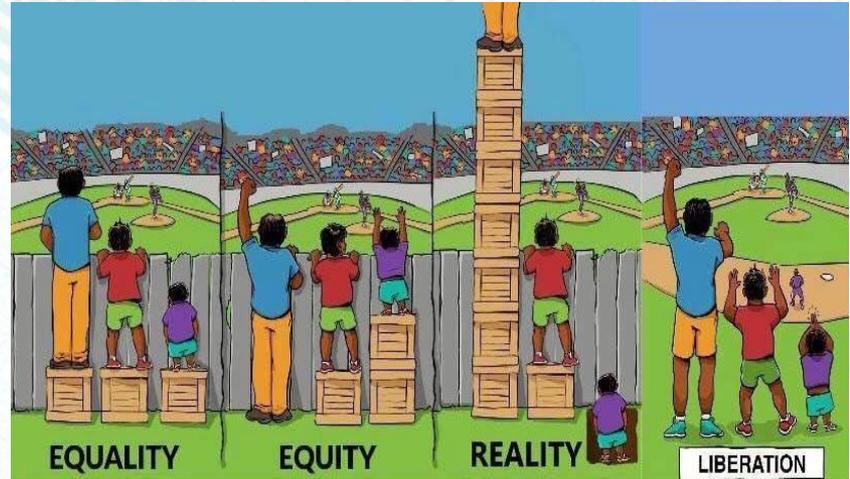
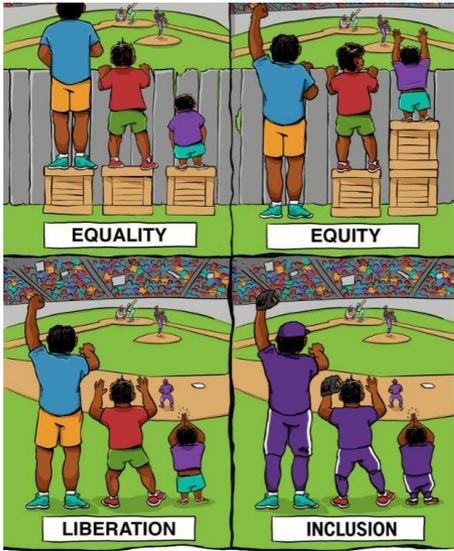
Could there be more to this story?



A Time for Exploration: “The 4th Box”



- What other story or stories could we create?
- What else could be revealed in this setting?
- What other underlying assumption could be challenged?
- Who built the barrier in the first place and/or who took it away?
- What do the boxes represent? The figures? The game?



Sharing Ideas as Collaboration: Taking away and creating something new



Additional Resources and Information

The 4th Box activity

<https://www.storybasedstrategy.org/the4box.html>

Oregon Department of Education Equity, Diversity, and Inclusion

<http://www.oregon.gov/ode/students-and-family/equity/Pages/default.aspx>

Contact information

Dr. Markisha Smith: markisha.smith@state.or.us/503-947-5669

Dawnnesha W. Lasuncet: Dawnnesha.lasuncet@state.or.us

Thank you!



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Please enjoy lunch!

Take time to network



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Building Community: Sharing Your Artifact





OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Thank You!

See you December 1st

