

## Common Definitions for Education Equity Discourse

- **Education equity:** Refers to “...the transformed ways in which systems and individuals habitually operate to ensure that every individual in whatever environment 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.” (McKenzie and Skrla, 2013)
- **Diversity:** Encompassing the demographic mix of a specific collection of people, taking into account elements of human difference and with a particular focus (D5, 2017)
- **Inclusion:** The degree to which diverse individuals are able to participate fully in the aspects of decision-making, content, and communication within an organization or group (D5, 2017)
- **Race:** A modern idea (social construct) created to account for differences among people and justify colonization, conquest, enslavement. It is most often linked to geographical location and physical characteristics, such as skin color
- **Culture:** The cumulative deposit of knowledge, experiences, beliefs, values, attitudes, and behaviors by a particular society, group, place, or time
- **Achievement gap:** The disparity in academic performance between Students of Color and their White peers; can show up in grades, standardized test scores, course selection, dropout rates, and college completion rates, among other measures
- **Opportunity gap:** The disparity in access to quality schools, coursework, and resources needed for academic success
- **Belief gap:** The gap between what underserved students are capable of achieving and the low expectations society holds for them and their success

