

Striving for Education Equity at ODE

House Education Committee

February 8th, 2022

Colt Gill, ODE Director

Carmen Xiomara Urbina, ODE Deputy Director



560,907 Students

More than 200 languages



197 Districts

1,124 Schools

133 Charter Schools

19 Education Service Districts

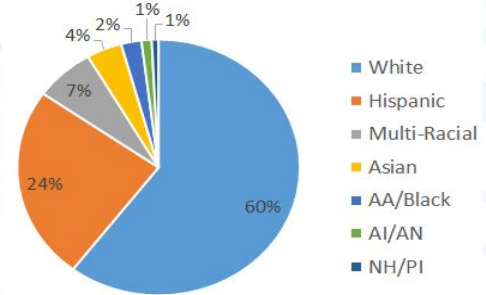
31,983 Teachers

Staff of Color

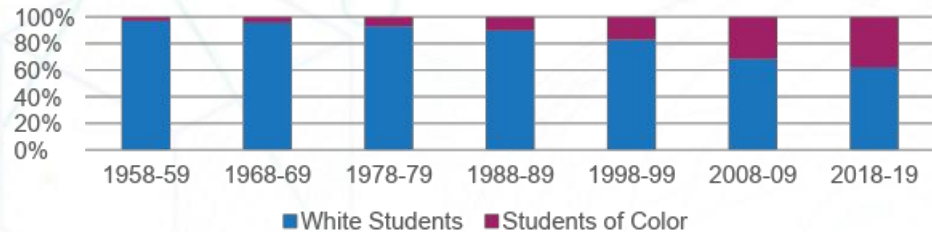
- 11.4% of Teachers
- 12.3% of Administrators
- 16.4% of Counselors
- 21.1% of Educational Assistants



- Economically Disadvantaged: 52.7%
- Ever English Learners: 18.0%
- Homeless: 3.6%
- Lesbian/Gay/Bisexual: 12.6%
- Mobile Students: 12%
- Students with Disabilities: 14.2%



Rapidly Diversifying Population



Equity IS A GIFT

A LENS that allows **US** to **SEE** who are the
FAMILIES and **STUDENTS** we are not
SERVING

AND

A MIRROR that is a reflection back to our
SYSTEM (DI & DII)

What we are not doing?

Unintentional Impact (who is harmed/who
benefits)

Who is invited to the table and do we create the
space for all **VOICES** to be heard?

RESPONSIBILITY (ability we have to respond)

CONDITIONS WE NEED TO CREATE

**Creating Both
Equality and
Equity are
essential... *yet
equality will not
come without
deliberate
equity actions***

Equality is having the same status, rights, privileges, and responsibilities in a social unit. It is the aspiration of a truly diverse and inclusive society.

Equity means being fair and inclusive; to treat each member according to their needs based on both advantages and disadvantages. It means recognizing and building on the strengths of each individual. It means acknowledging that when there is privilege for some, there is oppression and barriers for others which must be addressed and changed.

Educational Equity is.....

- Reducing the **predictability** of who succeeds and who fails
- Interrupting **reproductive practices** that negatively impact vulnerable and marginalized students
- Cultivating the **unique gifts and talents** of every student

Background



Distributed = **Equity Embedded throughout the system**

Equity Evolution @ ODE:

- From an **Equity Lens**
- To an **Equity Stance**
- To a **Distributed Equity Strategic Plan**, which includes:
 - Equity, racial equity, and antiracist approach
 - Equity Decision Tool
 - Equity Impact Analysis



Background and Engagement Principles



ODE Equity Strategic Plan

**CREATE NEW PATTERNS AND
BUILD STRUCTURAL CAPACITY
FOR EDUCATIONAL EQUITY**

This **IS** the
Agency
Strategic
Plan

ODE Equity Strategic Plan Vision

The Oregon Department of Education will set a foundation for agency-wide culture change by building awareness, skill, and capacity throughout the agency to more consistently and effectively interrupt historical and current patterns of neglect and oppression in order to create and ensure educational equity in Oregon's school systems.

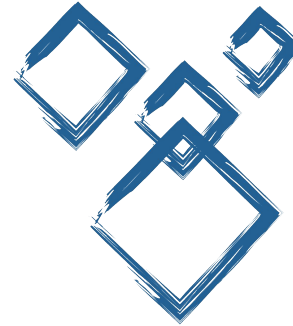
ODE's Equity Stance

“Education equity is the equitable implementation of policy, practices, procedures, and legislation that **translates into resource allocation, education rigor, and opportunities for historically and currently marginalized youth, students, and families** including civil rights protected classes. This means the **restructuring and dismantling of systems** and institutions that create the dichotomy of beneficiaries and the oppressed and marginalized.”

GOALS



**NARRATIVES,
POLICIES,
+ PRACTICES**



**EMPLOYEE
EXPERIENCE**



**CHANGE,
COLLABORATION,
+ INNOVATION**



PARTNERSHIPS

Background and Engagement Principles

Tribal Consultation Toolkit Guide 1.0

A guide for:

- Local Educational Agencies (LEAs)
- Tribal Leaders
- Tribal Communities



Photo Courtesy of The Confederated Tribes of the Umatilla Indian Reservation

STUDENT INVESTMENT ACCOUNT

**COMMUNITY
ENGAGEMENT
TOOLKIT**

2021-2022

Do the best you can until
you know better.

Then when you know better,
do better.

-Maya Angelou





“We need to stop trying to fix what we know is broken and create what our students and communities deserve”.

*Colt Gill
Director, Oregon Department of Education*