

# CAS EDUCATIONAL EQUITY COMMITTEE PURPOSE STATEMENT

THE EDUCATIONAL EQUITY COMMITTEE, AT THE CONNECTICUT ASSOCIATION OF SCHOOLS, SHARES AN UNWAVERING COMMITMENT TO REFLECTING, ACKNOWLEDGING, AND ADJUSTING BELIEFS AND ACTIONS AROUND EQUITY THROUGH THE LENS OF RACE, CULTURE, AND IDENTITY. WE BELIEVE THAT EACH STUDENT'S STRENGTHS, DIVERSITY, AND CULTURE ARE ASSETS, AND WE AIM TO FOSTER EMPATHY, AWARENESS, AND ADVOCACY IN EVERY SCHOOL STAKEHOLDER. WE STRIVE TO CULTIVATE INCLUSIVITY IN OUR SCHOOLS AND COMMUNITIES WITHIN CONNECTICUT, AS WELL AS AT A NATIONAL AND GLOBAL LEVEL.

WE WILL COLLABORATE TO PROVIDE OPPORTUNITIES FOR EDUCATORS TO EXPLORE AND DELVE MORE DEEPLY INTO UNDERSTANDING THE BARRIERS THAT CONTRIBUTE TO EDUCATIONAL INEQUITY. THE EQUITY SUMMIT IS A SPRINGBOARD FOR CREATING, SUPPORTING, AND SUSTAINING EQUITABLE SCHOOLS ACROSS A CONTINUUM OF STARTING POINTS AND UNDERSTANDINGS BY TRANSFORMING SYSTEMS AND BELIEFS TO ENSURE CULTURAL COMPETENCE AND RACIAL AND SOCIAL JUSTICE.

WE STAND IN SOLIDARITY WITH THE CONNECTICUT STATE DEPARTMENT OF EDUCATION: "WHERE EQUITY IS THE MINDSET, EQUALITY IS THE RESULT. ALL OUR CHILDREN, REGARDLESS OF THEIR LIFE CIRCUMSTANCES, DESERVE AN EXCELLENT EDUCATION THAT HELPS THEM REACH HIGH STANDARDS OF PERFORMANCE. THE KEY TO UNLOCKING THAT POTENTIAL IN EVERY CHILD IS ENSURING THAT HE OR SHE IS EMBRACED IN A CULTURE OF HIGH EXPECTATIONS AND LEARNS FROM GREAT TEACHERS IN A GREAT SCHOOL RUN BY GREAT LEADERS." - THE CONNECTICUT STATE BOARD OF EDUCATION'S FIVE-YEAR COMPREHENSIVE PLAN, 2016-21



# RECOMMENDED READING & RESOURCES

## WEB TOOLS & RESOURCES

- [CAS Educational Equity Committee Purpose Statement](#)
- [Joint Statement on Culturally Responsive Education](#) - CSDE, CAS, CAPSS, CABE, AFT-CT, CEA
- [Evidence-Based Guide for Equity-Driven Leadership: Supporting Local Education Agencies \(LEA\) Use of ESSA Title Funds](#). Connecticut State Department of Education.
- [Ensuring Equity And Excellence for ALL CT Students: The Connecticut State Board of Education's 5 Year Comprehensive Plan 2016-2021](#)
- [Position Statement on Culturally Responsive Education](#) (Revised December 2020). Connecticut State Board of Education.
- [Equity Literacy for Educators: Definitions and Abilities](#)
- [Safer Schools and Campuses Best Practices Clearinghouse](#). US Department of Education.
- [Creating a Theory of Action for Improving Teaching and Learning and Step by Step Tool](#). Center for Education Leadership. University of Washington.
- [Critical Race Theory and Education: SERC's Perspective](#) (June 15, 2021)
- [Professional Standards for Educational Leaders](#). National Policy Board for Educational Administration. 2015. (Formally known as ISLLC Standards).
- [How to Achieve Educational Equity](#) (May 2021. NAESP)
- [Connecticut's Equitable Access to Excellent Educators Plan 2015](#).
- [Teaching Ideas and Resources to Help Students Make Sense of the George Floyd Protests](#). New York Times. (June 8, 2020).
- [Culturally Responsive Schools](#). NASSP. (June 2019)
- [Districts Advancing Racial Equity \(DARE\) Tool](#). Learning Policy Institute. (December 29, 2020).
- [COVID-19 HANDBOOK: Roadmap to Reopening Safely and Meeting All Students' Needs](#). United States Department of Education.
- [Connecticut's Framework for Accelerating Educational Opportunity and Access](#). CT State Department of Education.
- [Guidance Regarding Special Education Recovery for Students with Individualized Education Programs \(IEPs\) due to the COVID-19 Pandemic](#). CT State Department of Education.
- [Acceleration Roadmap: Pathway to an Equitable Recovery](#) (leader edition). Massachusetts Department of Education.
- [Acceleration Roadmap: Pathway to an Equitable Recovery](#) (educator edition). Massachusetts Department of Education.



## WEB ARTICLES & OPINION PIECES

- [RACE](#). Education Week.
- [The Case for Reparations in Tulsa, Oklahoma: A Human Rights Argument](#). By Dreisen Heath. Researcher/Advocate, US Program. (May 29, 2020)
- [People In Tulsa Are Marking 100 Years Since The Massacre That Killed Scores Of Black Residents. Some Survivors Are Still Alive](#). Buzz-Feed News. (May 31, 2021)
- [Together, You Can Redeem the Soul of Our Nation](#). By John Lewis. New York Times.
- [Reflections from a Token Black Friend](#) - by Ramesh Nagarajah. Human Parts. (June 4, 2020)
- [What Is Critical Race Theory, and Why Is It Under Attack?](#). By Stephen Sawchuk. Education Week
- [Accusations about teaching 'critical race theory' in Connecticut often lack evidence, used as a vehicle for broader attacks on equity and inclusion](#). Hartford Courant. (June 12, 2021)
- [5 Conversations Credible Leaders Must Have in This Moment](#). FORBES. (June 4, 2020)
- [The 1619 Project](#). New York Times.
- [The 1619 Project Examines the Legacy of Slavery in America](#). New York Times Magazine.
- [Parents clash over 'critical race theory' at forum in Guilford. National conflict over teaching about systemic racism surfaces in Connecticut](#). Hartford Courant. (June 25, 2021)
- [West Hartford is mostly white, while Bloomfield is largely Black; how that came to be tells the story of racism and segregation in American suburbs](#). Hartford Courant. February 18, 2021.
- [Accusations about teaching 'critical race theory' in Connecticut often lack evidence, used as a vehicle for broader attacks on equity and inclusion](#). Hartford Courant. June 12, 2021.
- [How Our Language Feeds Inequity](#) By Robin Avelar La Salle and Ruth S. Johnson. ASCD, Educational Leadership, April 2019.
- [Avoiding Racial Equity Detours](#) By Paul Gorski, Educational Leadership, April 2019

## VIDEOS & MOVIES

- [Movies About Race Every White Person Needs To Watch Right Now](#) (updated June 8, 2020)
- [CAS Equity Student Advisory Board Video](#)
- [CAS Student Equity Advisory Board Year-End Presentations \(2020-21\)](#)
- [How Are the Children?](#)
- TED Talk: "[How to Overcome Our Biases-Walk Boldly to Them](#)" - Verna Meyers (17:41)
- TED Talk: "[How to Deconstruct Racism, One Headline at a Time](#)" - Baratunde Thurston (16:35)
- TED Talk: "[How We Can Make Racism a Solvable Problem](#)" - Phillip Goff (12:05)
- TED Talk: "[How Racial Bias Works-and How to Disrupt It](#)" - Jennifer Eberhardt (14:09)
- TED Talk: "[How Police and the Public Can Create Safer Neighborhoods Together](#)" - Tracie Keesee (9:38)
- TED Talk: "[A Prosecutor's Vision For a Better Justice System](#)" - Adam Foss (15:42)
- TED Talk: "[Color Blind or Color Brave?](#)" - Melody Hobson (14:03)
- TED Talk: "[How to Resolve Racially Stressful Situations](#)" & debrief - Howard Stevenson (17:20)
- TED Talk "[We Need to Talk About an Injustice](#)" - Bryan Stevenson (23:24)
- "[13th](#)" - Ava Duvernay
- [Breathe](#) - Documentary by Lee Ann Browett, Amity Regional High School



## BOOKS

- [17 Books Every White Person Should Read](#). (Updated May 2020).
- *Schooling For Critical Consciousness: Engaging Black and Latin X Youth in Analyzing, Navigating, and Challenging Racial Justice* by Scott Seider and Daren Graves
- *Principal Leadership for Racial Equity: A Field Guide For Developing Race Consciousness* by Candace Raskin, Melissa Krull, and Antonia Felix. Forward By Glenn E. Singleton.
- *Culturally Responsive Teaching and the Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students* by Zaretta Hamond
- *The Innocent Classroom - Dismantling Racial Bias to Support Students of Color* by Alexis Pate
- *What Happened to You? Conversations on Trauma, Resilience, and Healing* by Dr. Bruce Perry and Oprah Winfrey
- *Courageous Conversations About Race* by Glen E. Singleton
- *The Equity and Social Justice Education 50 Critical Questions for Improving Opportunities and Outcomes for Black Students* by Baruti K. Kafele
- *The Guide for White Women Who Teach Black Boys* by Eddie Moore, Jr., Michael Ali and Marguerite W. Penick-Parks
- *Ghosts in the Schoolyard* by Eve L. Ewing
- *The Warmth of Other Suns* by Isabella Wilkerson
- *Caste* by Isabella Wilkerson
- *Why Are All the Black Kids Sitting Together in the Cafeteria?* by Beverly Daniel Tatum
- *White Fragility* by Robin DiAngelo
- *Lies My Teacher Told Me* by James Loewen
- *The Soul of America* by Jon Meacham
- *A People's History of the United States* by Howard Zinn
- *Culturally Responsive Teaching: Theory, Research, and Practice* (2nd edition) by Geneva Gay
- *Culturally and Linguistically Responsive Teaching and Learning: Classroom Practices for Student Success* by Sharroky Hollie
- *Why Race and Culture Matter in Schools: Closing the Achievement Gap in America's Classrooms* by Tyrone Howard
- *The Dream-Keepers: Successful Teachers of African American Children* by Gloria Ladson-Billings



## TEACHER/PARENT RESOURCES ON EQUITY IN SCHOOLS

- Curtis, Linton, (2011) *Equity 101- The Equity Framework: Book 1*. Corwin.
- Cain, S. (2016). *Quiet Power: The Secret Strengths of Introverted Kids*. Puffin Books.
- Greenstein, Laura M. (2018) *Restorative Assessment: Strength-Based Practices That Support All Learners*. Corwin.
- Hammond, Zaretta. (2015) *Culturally Responsive Teaching, and The Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students*. Corwin.
- Henderson, Anne T., Mapp, Karen L., Johnson, Vivian R., & Davies, Don. (2007) *Beyond the Bake Sale: The Essential Guide to Family-School Partnerships*. The New Press.
- Johnson, Ruth S. & Avelar La Salle, Robin L., (2010) *Data Strategies to Uncover and Eliminate Hidden Inequities: The Wallpaper Effect*. Corwin.
- Jung, Lee Ann, Frey, Nancy, Fisher, Doug, Kroener, Julie. (2019). *Your Students, My Students, Our Students: Rethinking Equitable and Inclusive Classrooms*. ASCD.
- Kay, Mathew R., (2018). *Not Light, But Fire: How to Lead Meaningful Race Conversations in the Classroom*. Stenhouse.
- Kendi, Ibram X. (2019). *How to Be an Antiracist*. One World.
- Khalifa, Muhammad, (2018). *Culturally Responsive School Leadership*. Harvard Education Press.
- Lewis-McCoy, R. L., (2014). *Inequality in the Promised Land: Race, Resources, and Suburban Schooling*. Stanford University Press.
- Minor, Cornelius. (2019). *We Got This.: Equity, Access, and the Quest to Be Who Our Students Need Us to Be*. Heinemann.
- Pinto, Laura E. (2013). *From Discipline to Culturally Responsive Engagement: 45 Classroom Management Strategies*. Corwin.
- Santana, Luz, Rothstein D, & Bain, Agnes, (2016). *Partnering with Parents to Ask the Right Questions*. ASCD
- Skrla, Linda., Mckenzie, Kathryn., & Joseph, James (2009). *Using Equity Audits to Create Equitable and Excellent Schools*. Corwin.
- Singleton, Glenn E. (2015). *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools*. Corwin.
- Steele, Claude M. (2011). *Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us and What We Can Do*. New York: Norton.
- Thompson, Gayle L. (2003). *What African American Parents Want Educators to Know*. Westport, CT: Praeger.

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