



# INTRODUCING THE EDUDREAM EQUITY TOOLKIT

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## ABOUT EDUDREAM

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Established in 2016 and based in Chicago, EduDream is a Latina-owned education consulting firm that partners with foundations, education agencies, and nonprofits working to ensure educational equity for racially and economically diverse students. We advance our mission by providing research and program evaluation, data analytics and insights, and strategic planning.

EduDream is committed to empowering communities and making research and data accessible.

### **MONICA MARTINEZ, CO-FOUNDER AND DIRECTOR**

Monica brings 15+ years of applied research experience working with education organizations to turn data into actionable information that directs strategic, programming and policy decisions. She has substantial experience providing robust but realistic technical assistance to education leaders to guide continuous learning and improvement decisions. A daughter of immigrants, Monica experienced the power of education in transforming her future. She is passionate about improving access to educational opportunities so all children learn, grow, and achieve their dreams. Monica holds an MPA from New York University's Wagner School of Public Service, and a Bachelor of Arts in Public Policy from the University of Chicago.

### **MICHELLE OLIVA, CO-FOUNDER AND DIRECTOR**

Michelle V. Oliva forges lived experiences and equity lens with 15+ years of applied research, evaluation, policy analysis and strategic planning. Michelle helps education organizations understand perception data and unpack contextual factors that may explain community and student experiences, values, assets, and challenges as well as systemic barriers. She has substantial experience facilitating focus groups, leading interviews, conducting landscape scans, facilitating retreats, and building capacity. As a daughter of immigrants, raised in a multi-generational, low-income household impacted by the prison pipeline, alcoholism, drug abuse and failing public school system, Michelle is committed to advancing educational equity for racially and economically diverse students and communities. Michelle holds a Bachelor of Arts in Public Policy and a Master of Arts in Social Sciences from the University of Chicago.

# INTRODUCING THE EDUDREAM EQUITY TOOLKIT (EET™)

To help districts and schools build capacity to advance educational equity, EduDream created a comprehensive toolkit and approach for successfully developing and implementing equity-focused plans.

**The EduDream Equity Toolkit (EET™)** is a suite of tools that uncover inequitable practices and policies along with an integrated process to help identify strategies to eliminate inequities. **In short, the EET™ is both a product and a process of continuous improvement.**

Using data analysis, honest dialogue, and action-planning tools, the EET™ engages and empowers education leaders to work towards systems change to combat educational inequities.

Ultimately, the EET™ guides district and school leadership teams toward becoming better advocates for racial equity. Whether groups seek strategies to begin their racial equity work or want to deepen existing work, the EET™ is a dynamic and continually evolving process to achieve equity goals.

The EET™ operates on a set of foundational assumptions from the **Annie E. Casey Foundation's Race Matters Toolkit:**

- Race matters;
- Disparities are created and maintained inadvertently through policies and practices that perpetuate barriers to opportunity;
- Closing equity gaps is possible by using strategies with an intentional focus on race;
- Equitable opportunities lead to equitable results; and
- Given the right message, analysis, and tools, people will work toward racial equity.



## WHAT'S IN THE TOOLKIT?

**The EduDream Equity Toolkit (EET™)** includes tools and guides aligned to its Framework. The EET™ helps district and school leadership teams raise awareness of inequities. It can then help leaders understand why they exist, develop equity-centered plans, and continually reflect on progress towards goals.

- 01 TEAM MEMBER SELF-ASSESSMENT (TMSA).** For a district or school ready to embark on their equity journey, the first step is for each team member to become aware of their racial identity, cultural and counter-cultural experiences, biases (implicit or explicit), and privilege. The TMSA helps district and school teams understand how they bring their whole selves to work. It also helps uncover how values, beliefs, and experiences can be assets in moving the work forward. The tool includes four sections: (1) Personal Experiences and Behaviors, (2) Beliefs About Race, Racism, Equality, and Equity, (3) Educational Practices, and (4) My Role in the District/School's Equity Work.
- 02 DISTRICT/SCHOOL READINESS ASSESSMENT (DSRA).** District and school leadership teams complete the DSRA to understand the current state of equity work and identify gaps so they can begin to address them. The tool is organized around five critical domains that help guide systems-level equity-focused strategic planning work. The DSRA also provides teams an opportunity to reflect, have challenging conversations, and deepen their understanding of racial equity work.
- 03 DATA REVIEW AND ANALYSIS PROTOCOL.** This protocol allows team members to describe data, make meaning of the data, and share future work implications.
- 04 ROOT CAUSE ANALYSIS (RCA) PROTOCOL.** This protocol guides teams into further data inquiry to help identify a root cause. The RCA allows organizations to pinpoint underlying problems rather than address symptoms.
- 05 DEFINING A PROBLEM STATEMENT.** This resource helps teams accurately define the problem and begin to identify possible solutions.
- 06 DEVELOPING AN EQUITY GUIDING STATEMENT.** This guide helps teams define a clear equity statement and outline equity goals and strategies to focus their work.
- 07 EQUITY ACTION PLAN (EAP) TEMPLATE.** The EAP serves as a roadmap or action plan for moving the equity work forward. Using the EAP, teams will (1) outline equity goals and objectives; (2) identify actionable steps, data indicators, data sources, and a timeline; and (3) develop a progress monitoring and accountability strategy. The EAP includes methods for monitoring the work, evaluating the impact, making course-corrections if necessary, and communicating the outcomes with stakeholders.

# EDUDREAM EQUITY TOOLKIT (EET™) FRAMEWORK: A PATH TO EQUITY



**EQUITY:** Removing the predictability of success or failure that currently correlates with any social or cultural factor (such as race or ethnic identity), examining biases, and creating inclusive environments. (Adopted from: *The National Equity Project*)



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