

TaJu's Equity Framework

A Whole School Equity Process

WHY DO EDUCATION & EDUCATORS EXIST? IS THIS WHERE THEY ARE SUPPOSED TO BE?

The mission of equity and social justice in schools is to disperse privilege, dismantle oppression, and empower previously silenced youth in order to return education to its intended democratic purpose for ALL.

The histories & 'testimonios' of oppressed students & peoples from around the globe reveal a perspective, point of view, & insight that must be valued & studied if schools are to educate ALL youth & achieve social justice.

HOW THEN DID WE GET HERE? WHAT HAPPENED TO EDUCATION & EDUCATORS?

Prejudice, racism, bias, and oppression all exist. Dismantling these inequities requires elevating the most silenced voices with decision-makers and others in power.

Objectivity and equal opportunity are myths designed to maintain privilege and power in the hands of the current holders.

HOW DO WE RETURN EDUCATION TO IDEALS ROOTED IN DEMOCRACY? HOW DO WE GIVE FULL ACCESS TO THIS INSTITUTION & IDEAL TO ALL PEOPLE?

As with all change, especially involving redistribution of resources and power, this reversal of privilege and power is best done when the staff, the learning environments, and the community partnerships include the rich and complex diversity of the schools' community and its student demographics.

Schools must prioritize the time, attention, capacity-building efforts, tools/resources, systems, and policy shifts necessary for these tenets to effectively be learned, lived, and embedded in the fabric of the school in order to achieve sustainability.