



**Educational Equity**—when educational policies, practices, interactions, and resources are **representative of**, constructed by, and responsive to all people so that each individual has **access to**, **meaningfully participates in**, and has **positive outcomes** from high-quality learning experiences, regardless of individual characteristics and group membership (Fraser, 2008; Great Lakes Equity Center, 2012, p.2).

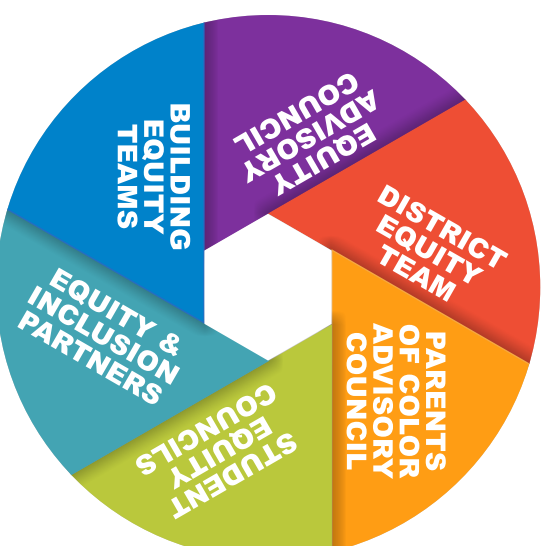


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# Equity & Inclusion

## Four Equity Constructs



To prepare for critical reflection on proposals, consider the following equity impact analysis questions:

- What is the intent behind the policy/proposal being reviewed?
- Who will benefit from the proposed changes and who will not? (Freire, 1998)
- Who is unintentionally being de-centered and/or marginalized?