

3CSN EQUITY INSTITUTE
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**DEVELOPING YOUR
EQUITY FRAMEWORK**

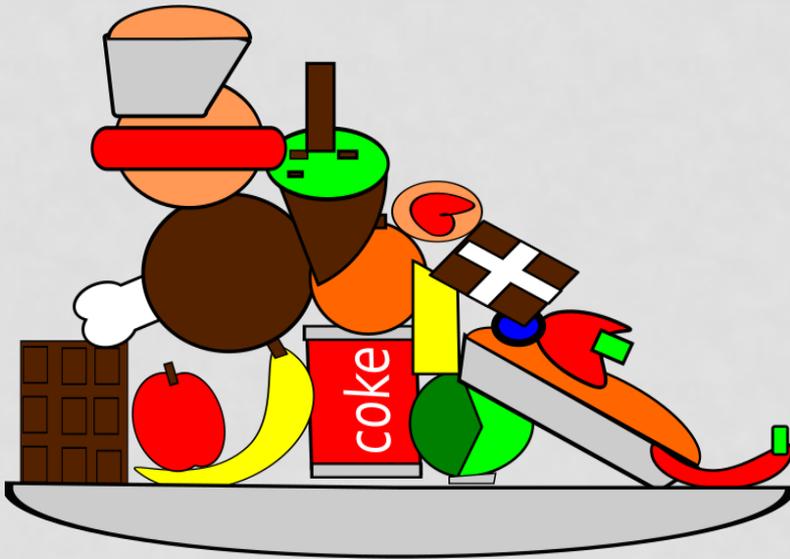
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WHY ARE WE HERE?

“Without a clear equity framework, few of these (equity) strategies can drive sustainable success... ‘closing the gap’ strategies have little lasting impact because the framework defining why the work matters is never clearly articulated.”

-Linton, 2011

WITH AND WITHOUT A FRAMEWORK



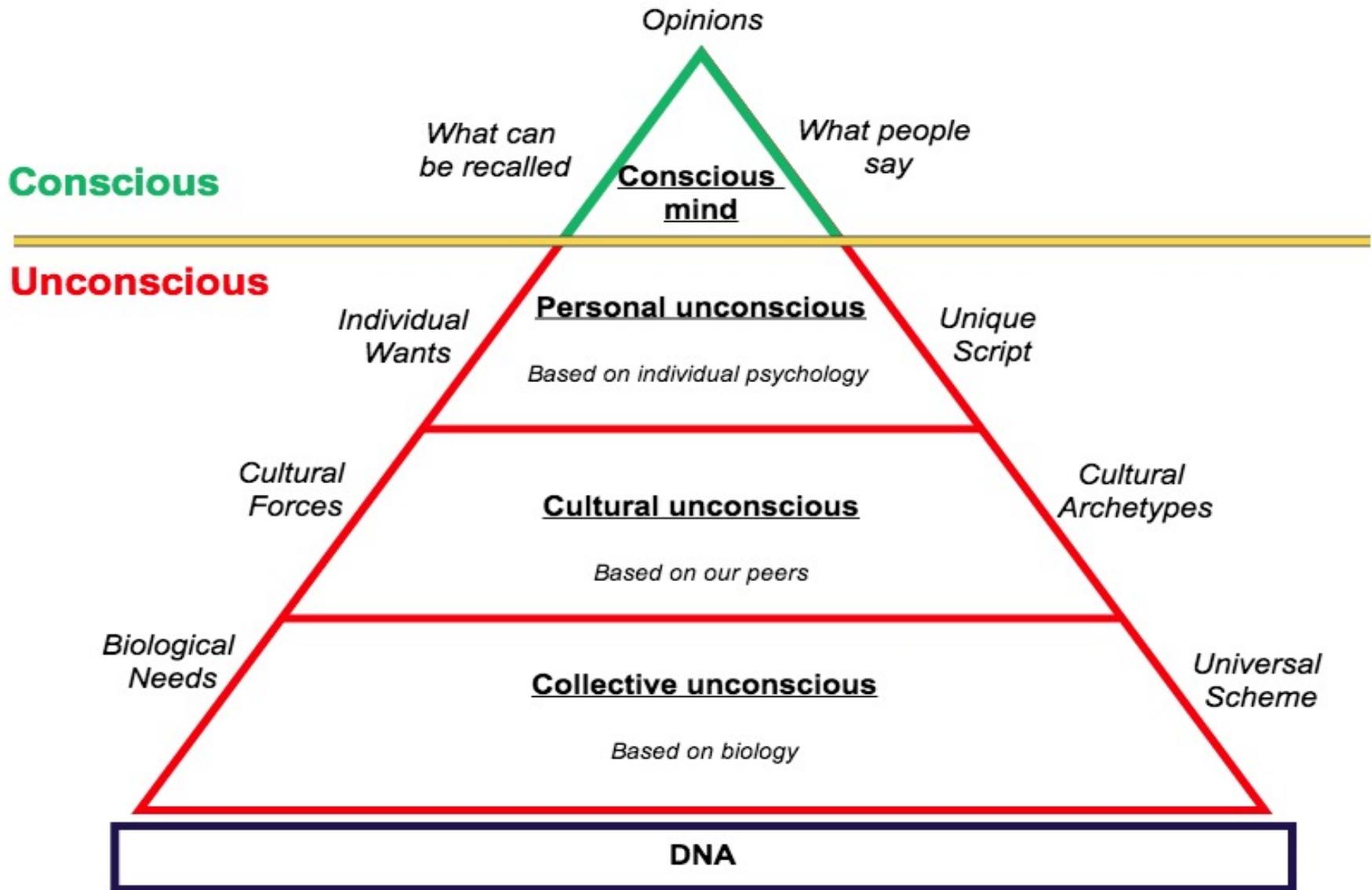
COGNITIVE FRAMES: WHAT WE BELIEVE MATTERS...

COGNITIVE FRAMES SHAPE OUR INTERACTIONS WITH OTHERS... HOW?

Cognitive Frames Are Culturally Bond And Learned Overtime...

Become Embedded In Our Neural Pathways... Shape Our Thinking

Organize Our Understanding Of Large Amounts Of Information And Experiences



FRAMEWORK

NOUN FRAME · WORK \ 'FRĀM-, WƏRK \

Simple Definition of framework

- : the basic structure of something
- : a set of ideas or facts that provide support for something
- : a supporting structure
- : a structural frame
- : a basic conceptual structure (as of ideas)

WHY AN EQUITY FRAMEWORK?

Identifies Key Components:

- organizational structure for the concepts,
- explains the relationship between values, beliefs, ideas, and theories that serve as linkages to a key idea.
- informs or is connected to the theory of action

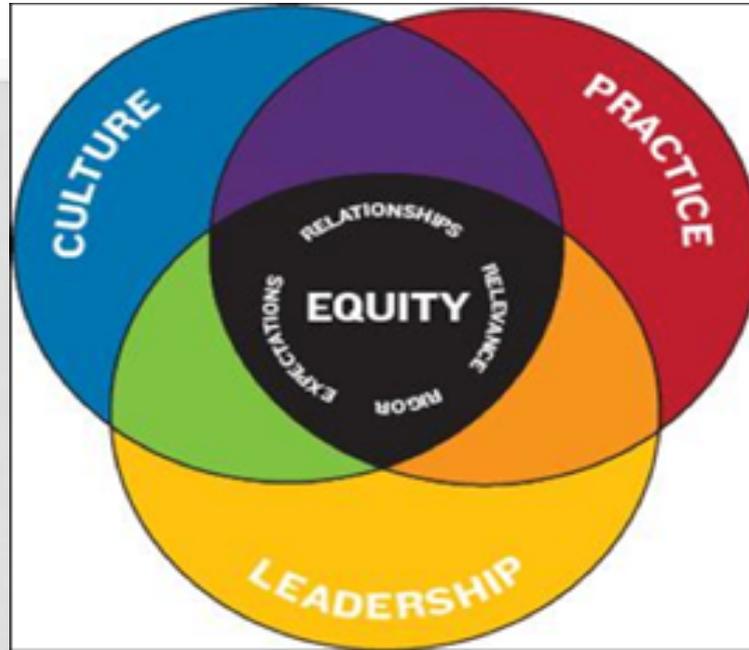
WHY AN EQUITY FRAMEWORK?

Benefits:

- **organization** of concepts in understandable terms
- emphasizes connections/**linkages** between concepts
- provides the **context** for those learning about the information and how to apply
- **impacts** all levels of design, assessment, and application

AN EQUITY FRAMEWORK

BY CURTIS LINTON (2011)



The Equity Framework is based on the analysis and integration of an equitized culture, praxis, and leadership approach. The framework, although very strongly encouraging critical, equity, and culturally responsive pedagogies, argues that focusing only on these strategies comes at the expense of improving the culture and leadership within the educational institution.

DE ANZA COLLEGE FRAMEWORK



DEVELOPING YOUR CONCEPTUAL FRAMEWORK - ACTIVITY



STEP ONE:

- a. What is the conceptual focus: Equity
- b. What theories serve as the key underpinnings, for example, social justice and cultural humility

STEP TWO:

- a. In what ways are these big ideas or key underpinnings related?
- b. How do these concepts help you understand your conceptual focus? In what ways do they help operationalize your focus?

DEVELOPING YOUR CONCEPTUAL FRAMEWORK

STEP THREE:

- a. How do you plan to organize your big or key ideas?
- b. What is your theory of action?
- c. What will you measure?

STEP FOUR:

- a. Organize your diagram (i.e., your theoretical model) together

NEXT STEPS

In small groups, consider your institutional location and what you can do to deepen your campus equity work...

1. What changes should be made?
2. What resources or strengths already exist?
3. What can you do?
4. What do you need? Who can support you?
5. Who can you support? Who can you serve as an ally?

GO BE FABULOUS!



THANK YOU