

HOW TO ACHIEVE EDUCATIONAL EQUITY

#ACHIEVEEQUITY



Dr. Howard Fields.com

Dr. Howard E. Fields III



@HeFields3



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Cofounder of BMESTL, The State of Black Educators Symposium, Flipped Job Fair, and EduOpenings.com

Author of How to Achieve Educational Equity

2020 NAESP Missouri NDP

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● **Bridgerton**
Television series

+ Compare

United States ▼

Past 90 days ▼

All categories ▼

Web Search ▼

Interest over time ?



● **Bridgerton**
Television series

● **leadership**
Search term

+ Add comparison

United States ▼

Past 90 days ▼

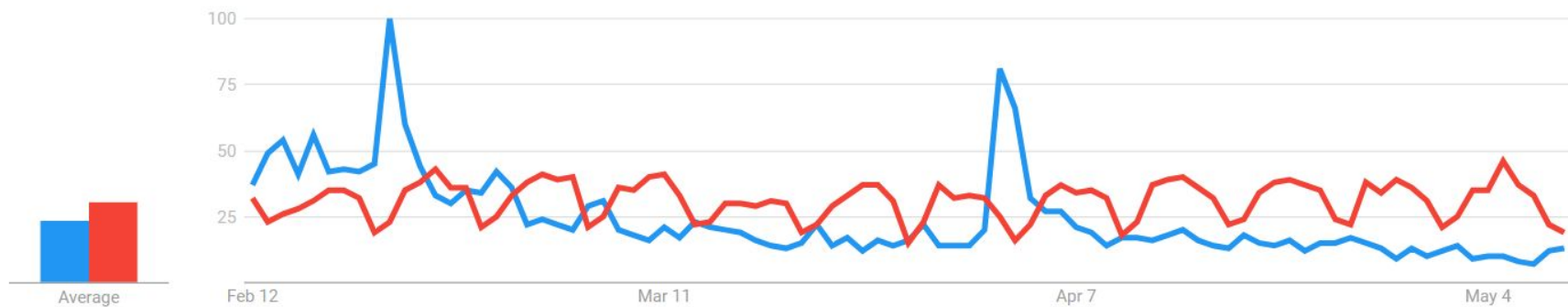
All categories ▼

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! **Note:** This comparison contains both Search terms and Topics, which are measured differently.

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Interest over time ?



● **Bridgerton**
Television series

● **leadership**
Search term

● **equity**
Search term

+ Add comparison

United States ▼

Past 90 days ▼

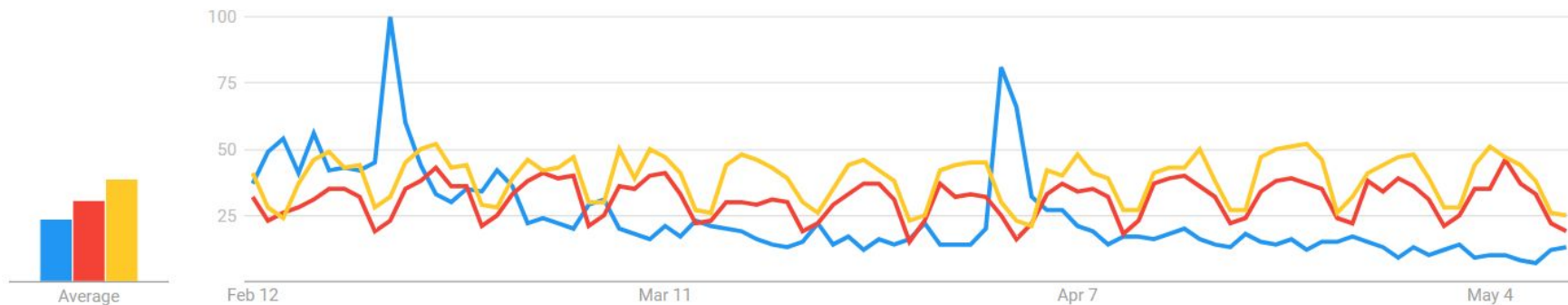
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! **Note:** This comparison contains both Search terms and Topics, which are measured differently.

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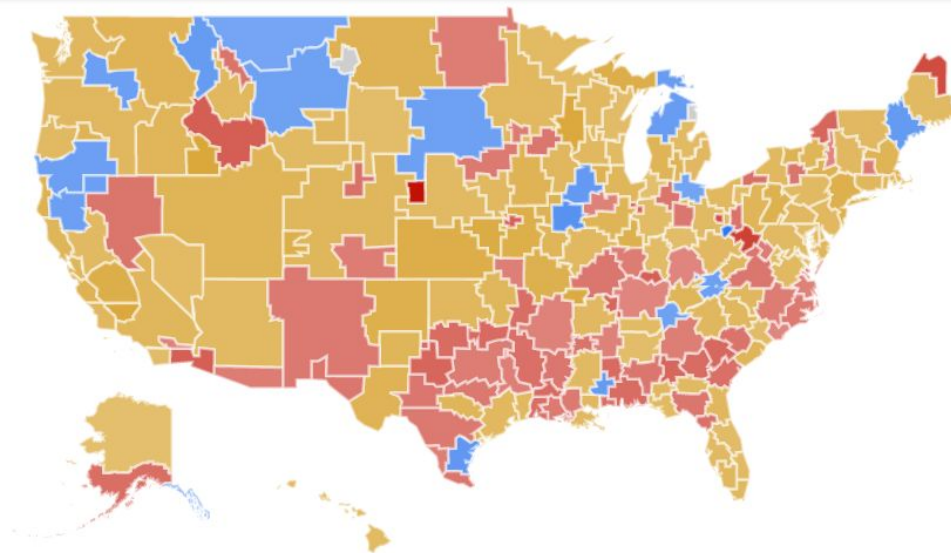
Interest over time ?





● Bridgerton ● leadership ● equity

United States, Past 90 days



Color intensity represents percentage of searches [LEARN MORE](#)

EDUCATIONAL EQUITY

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Order Now

HOW TO ACHIEVE EDUCATIONAL EQUITY

Dr. Howard E. Fields III



"Though this is a book about educational equity and how to achieve it, it is also a book about leadership."

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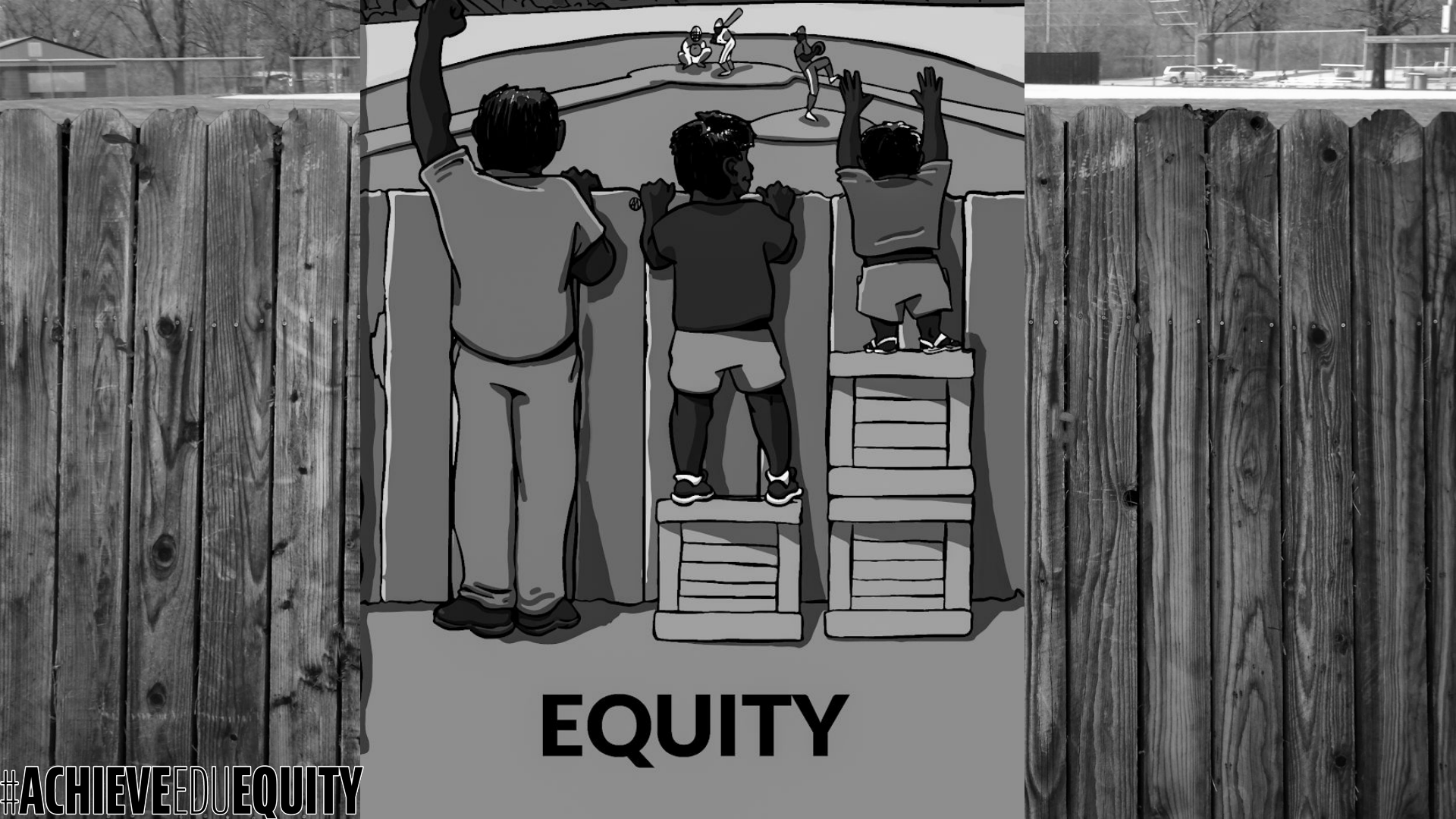


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EQUITY

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#ACHIEVEDUEQUITY

EDUCATIONAL EQUITY

Creating and/or eliminating policies, systems, and practices in schools that impact the experiences, outcomes, and access to resources for students from previously excluded groups.



Howard E Fields III, Ph.D.

@HeFields3



A chance at success in an inherently inequitable game requires access to the rules, not "better" _____ (fill in the blank). Until the rules change, things will remain as they are. This is why I frame educational equity as creating or eliminating policies, systems, and practices.

8:26 AM · Apr 3, 2021 from O'Fallon, MO · Twitter for iPhone

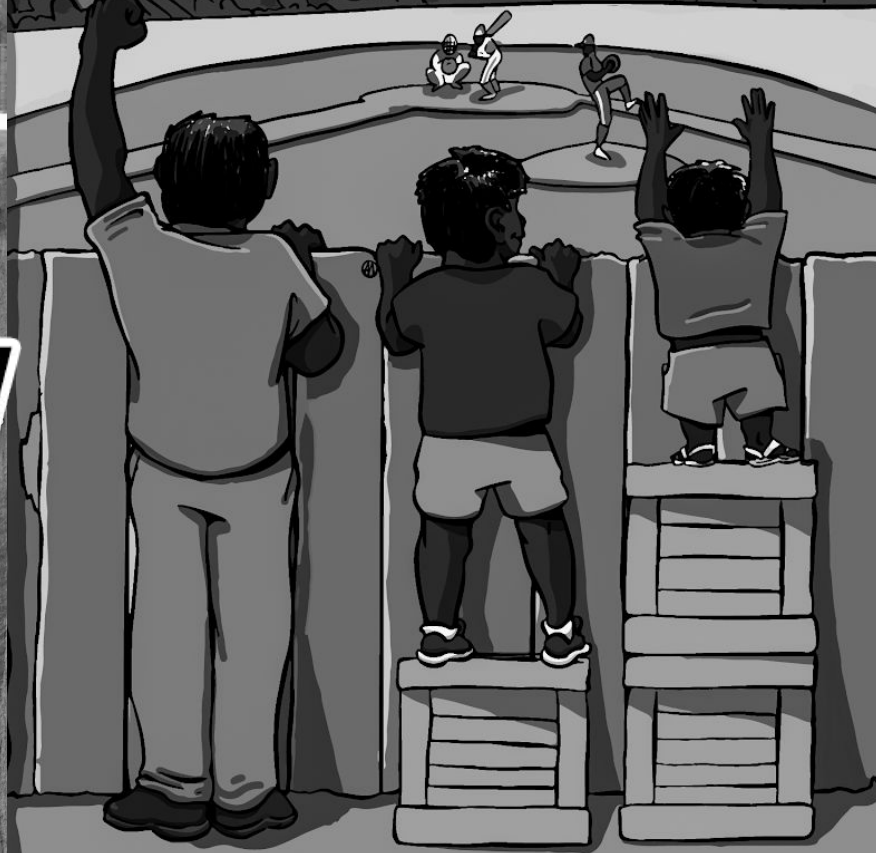
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~~EDUCATIONAL~~ EQUITY

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EQUITY



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“What if I told you that the students who are shown in the equity image hated they had to watch the game from the outside and stand on boxes, but had to because they were denied admission to the stadium due to their socioeconomic status, ability level, and race?”



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MY JOURNEY

RESOURCES

&

RACE



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MY JOURNEY

2020*

Riverview High School

\$7,671

\$79,565

7.28 YRS

Koch Elementary

\$5,020

\$85,000

7.28 YRS

Per Pupil Expenditure (Local)

Avg Admin Salary

Avg Experience in District

Per Pupil Expenditure (Local)

Avg Admin Salary

Avg Experience in District

Mehlville High School

\$8,247

\$92,665

11.86 YRS

Steger 6th Grade

\$12,489

\$117,209

10.55 YRS



MY JOURNEY

Nicole said to me, “So, I’ll take your picture first.” I simply smiled and asked her, “how should I pose?”

She replied, “Just stand there or act like you’re hanging from a noose or something.” I did not verbally respond. For the first time that I could recall, my body was having an emotional response that was indescribable.



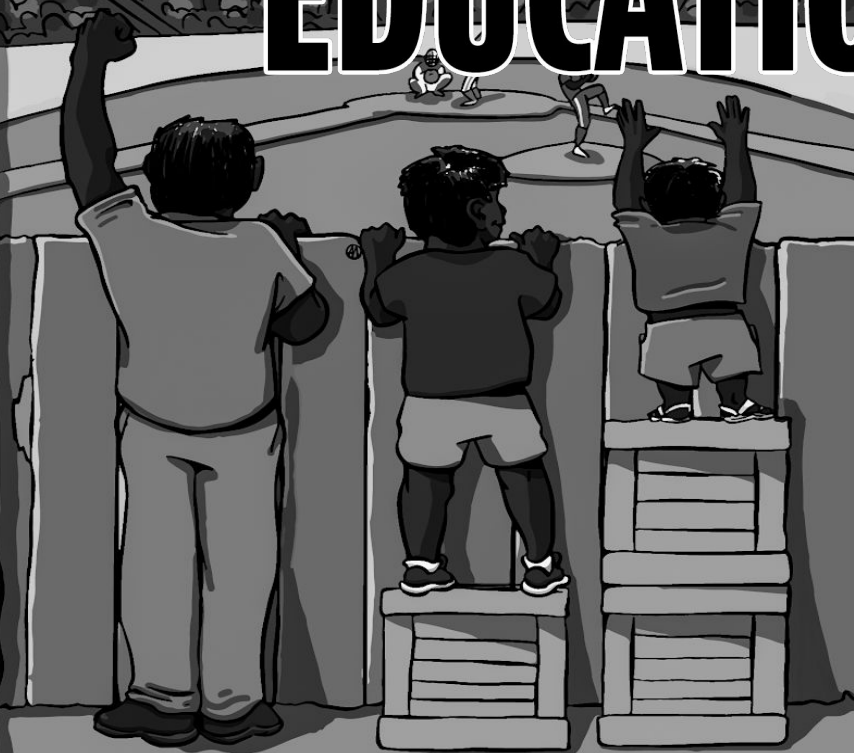
When deciding on *How to Achieve Educational Equity*, please do not forget the importance of including

STUDENTS

in your plans.

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EDUCATIONAL EQUITY



EQUITY





Howard E Fields III, Ph.D.

@HeFields3



If you are sitting at the table and being silent, you are passively co-signing on inequities. We all have a responsibility to use our platforms, influence, and positions for those who died for us to be here. Speaking truth to power (w/action), is not an optional task for leaders.

5:37 PM · Mar 25, 2021 from O'Fallon, MO · Twitter for iPhone

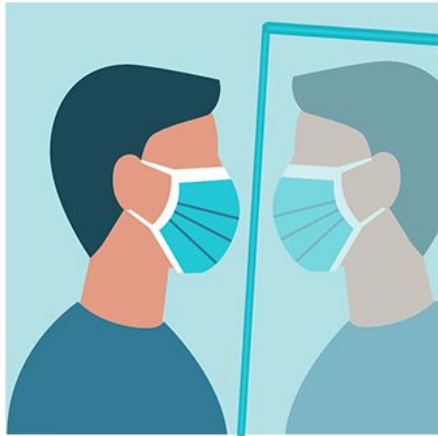
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INITIAL ACTION STEPS

STEP 1:



Ask yourself, "Am I being complicit in educational inequities?"

STEP 2:



Identify Educational Inequities

STEP 3:



Challenge Existing Equity Efforts & Barriers to Strengthen/Systematize

INITIAL ACTION STEPS

STEP 4:



Throw Away Superficial, Trash Equity

STEP 5:

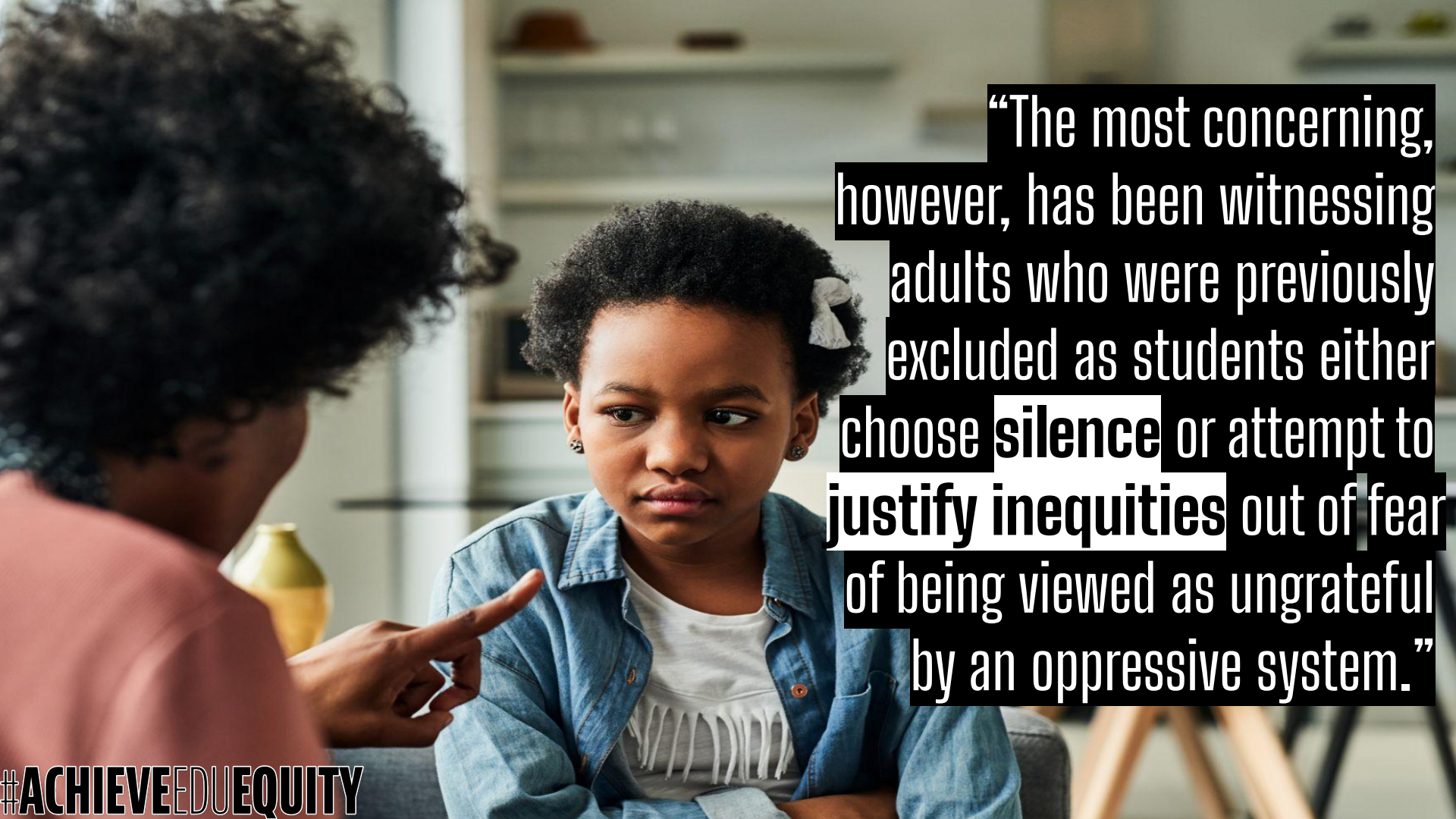


Wash Your Hands

STEP 6:



Repeat Steps 1-5 & Bring a Friend



“The most concerning, however, has been witnessing adults who were previously excluded as students either choose **silence** or attempt to **justify inequities** out of fear of being viewed as ungrateful by an oppressive system.”

TRASH EQUITY



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DEFICIT MODEL



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HAVING SAID THAT...

“I have come to the realization that all organizations can take the initial steps to achieve educational equity. Having said that, it hurts me to admit that I do not believe educational equity, as defined [in this book] will proceed beyond the initial steps in most organizations.”

PESSIMISTICALLY OPTIMISTIC

Many of our equity efforts are trash.
But I think we want to do better. Maybe?

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HAVING SAID THAT...

Teacher Level

Principal Level

District Level

State Level

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Howard E Fields III, Ph.D.

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Subscribing to the belief that being an educational equity advocate will somehow prohibit you from promotions is a form of stereotype threat and often times an excuse to do nothing. That's not what [#MLK](#) condoned. If silence is a term of employment, I don't want it.

2:39 PM · Jan 18, 2021 from St Charles, MO · Twitter for iPhone

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10 Retweets 2 Quote Tweets 45 Likes

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POST-PANDEMIC SCHOOLING

School Suspensions

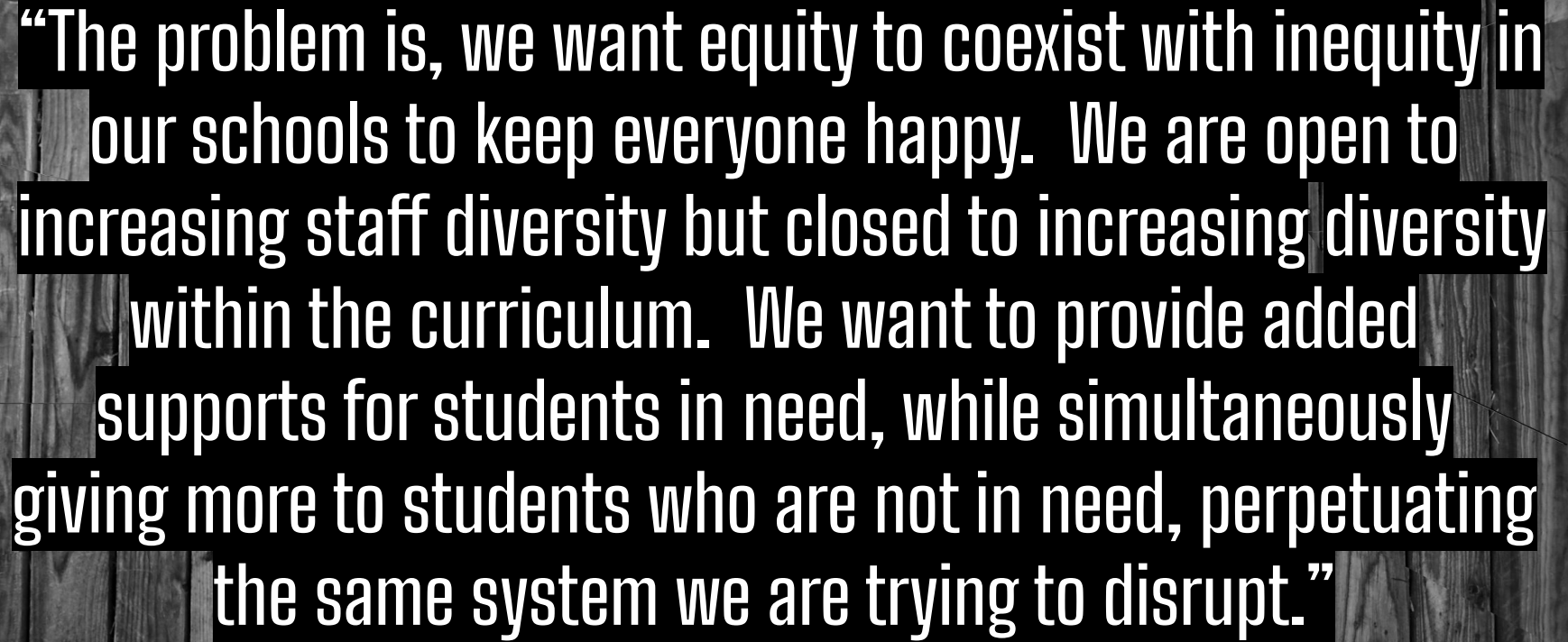
Anti-Racism & Anti-Hate Practices

**Curriculum, Instruction, &
Assessment Overhaul**


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POST-PANDEMIC SCHOOLING

“It should be against the law for any student to never see themselves and their family as protagonists (or to only see themselves and their family as protagonists) in the materials used to educate them and prepare them for the world.”

A black and white photograph of a wooden fence with a schoolyard in the background. The fence is made of vertical wooden planks. In the background, there is a chain-link fence, trees, and a building. The text is overlaid on the fence.

“The problem is, we want equity to coexist with inequity in our schools to keep everyone happy. We are open to increasing staff diversity but closed to increasing diversity within the curriculum. We want to provide added supports for students in need, while simultaneously giving more to students who are not in need, perpetuating the same system we are trying to disrupt.”



STUDENT-CENTERED EQUITY-FOCUSED

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BARRIERS

“I absolutely love my students. But most of them did not need my love. What they needed was my grace, belief in them, and influence to remove **barriers** that stood in the way of them being afforded a fulfilling and prosperous life. This cannot happen if you dismiss the premise of educational equity.”

BARRIERS

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You could be the biggest

BARRIER

#ACHIEVEEQUITY

DEI



#ACHIEVEEQUITY

ADDITIONALRESOURCES

AUTHOR'S TALK

Dr. Fields expands on the book and next steps for how to achieve educational equity.

PROFESSIONAL LEARNING PLAN

A practical framework created for those interested in continuing to work towards educational equity.

MICRO CREDENTIAL CREDIT

Complete the Professional Learning Plan, along with a 15 minute presentation and 500 word essay for credit.

MINI PODCAST

Learn from others as they share where they are on their respective educational equity journey.

EDUCATIONAL EQUITY BLOG POSTS

Access multiple blog posts by Dr. Fields on the topic of educational equity.

DISCOUNTED CONSULTING

10% off of Dr. Fields' consulting services.

Access these resources at:

drhowardfields.com/EDUequity

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