Ten Minnesota Commitments to Equity

1. Prioritize equity.
2. Start from within.
4. Go local.
5. Follow the money.
7. Monitor implementation of standards.
8. Value people.
10. Give students options.
The Blind Men and The Elephant

YouTube video “The Blind Men and the Elephant”:
(https://www.youtube.com/watch?v=Vn9BUfUCL4I)
Equity Magnifier
• Center equity in all decision making processes.

• Keep equity as the focal point of any discussion about action planning, decisions and implementation processes.

• Illuminate blind spots, perspectives that are represented, absent or silenced, and awareness of unintended consequences.

• Elevate absent narratives and highlight groups who have been most historically underserved and impacted by policies, programs or decisions.
When to use

• Though out action planning, decision making, and implementation processes.

• With teams or one-on-one, during formal or informal conversations regardless of person, time or place.
Let’s work through a process

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### Action steps and additional thoughts

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Your Turn

Identify an example in your own local context and run through this document on your own or with a partner.

Example:

• Discipline policy
• Family engagement
• Rigorous course work
• Enrollment disparities, etc.
We do not really see through our eyes or hear through our ears, but through our beliefs.

~Lisa Delpit
Thank you!

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