



Lane Career and Technical Education Equity Lens

Equity Goal:

The CTE Consortium is committed to eliminating gaps in opportunities and barriers to access which are highly predictable by students' race, ethnicity, gender, gender identity, socioeconomic status, and geographic location. We share the goal of improving outcomes for each and every student.

Consider:

- Both achievement and opportunity gaps that exist between historically and currently underserved students and their peers.
- Geographic barriers that limit access to opportunities.

Attend:

- When EACH and EVERY learner receives the necessary resources and supports, they are more likely to thrive.
- Recognize the unique value of CTE courses/programs and the unique role that CTE teachers play in the lives of their students.

Act:

- **Work as a team to empower equity minded leadership:** Accept our own biases, be willing to challenge status quo, build relational trust, be inclusive of all voices, be reflective and open to multiple perspectives to foster professional growth.
- **Consider programs, projects, and initiatives to meet the changing needs of our region:** Identify and engage historically and currently underserved students in all programs, projects, and initiatives.
- **Implement programs/projects/initiatives:** Identify and remove established mechanisms that perpetuate inequities within the communities being served. Use multiple data sources, including student voice and student data, to evaluate, refine and sustain effective efforts.
- **Create a network of professionals who value and support culturally sustaining pedagogy:** Consider all learners and encourage student self-efficacy, allow opportunities for participants to challenge implicit bias, and determine who benefits and who does *not* benefit from the experience.
- **Express gratitude for opportunity to do this work:** Acknowledge the role that adults play in affecting change, and recognize our spheres of influence within our locus of control.

Equity Is:

- Ensuring that *EACH* and *EVERY* learner receives the necessary resources they need *individually* to succeed
- Reducing the *predictability* of who succeeds and who fails
- Creating *change* to support vulnerable and marginalized students
- Cultivating the *unique gifts and talents* of every student

A Call to Action

*“*Lane ESD and component districts are committed to improving educational outcomes for culturally and linguistically diverse students, students navigating poverty and students with disabilities by investing in initiatives that will systematically eliminate opportunity gaps, improve and expand access to service and supports and build upon assets of Lane County students and families.”*

**Local Service plan, 2017-18*