

Educational Equity Definitions

Terms are listed in the order in which they first appear in policy JBB, Educational Equity.

Equity

Equity means each learner and community has the opportunity to succeed. Culture and diversity are assets for our communities that are to be respected for their multiple perspectives on learning. (Education Northwest)

Race

Race describes categories assigned to demographic groups based mostly on observable physical characteristics, like skin color, hair texture and eye shape. (The Aspen Institute for Educational and Policy Studies)

Ethnicity

Ethnicity refers to the social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc. Ethnicity is revealed by the traditions one follows, a person's native language, and so on. (The Aspen Institute for Educational and Policy Studies)

Socio-economic Status

Socio-economic status (SES) can be defined broadly as one's access to financial, social, cultural, and human capital resources. (National Center for Education Statistics, 2012)

Sexual Orientation

Sexual orientation means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth. (ORS Legal Glossary)

Institutional Racism

Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. (The Aspen Institute for Educational and Policy Studies)

Equitable Resource Allocation

Achieving equity and excellence requires sufficient resources that are distributed based on student need, not zip code, and that are efficiently used. (For Each and Every Child: A Strategy for Education Equity and Excellence. The Equity and Excellence Commission 2013)

Achievement and Opportunity Gaps

Achievement gap refers to any significant and persistent disparity in academic performance or educational attainment between different groups of students, such as white students and minorities, for example, or students from higher-income and lower-income households.

(Glossary of Education Reform)

Culturally Competent

Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations. (National Center for Cultural Competence)

Diversity

Diverse means culturally or linguistically diverse characteristics of a person, including:

1. Origins in any of the black racial groups of Africa but is not Hispanic;
2. Hispanic culture or origin, regardless of race;
3. Origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands;
4. Origins in any of the original peoples of North America, including American Indians or Alaskan Natives; or
5. A first language that is not English.

(As used in ORS 342.433 to 342.449 and 350.100)

Workforce Equity

Workforce equity requires a diverse and inclusive workforce. Equity in a workplace means everyone receives fair treatment. When equity exists, people have equal access to opportunities.

Culturally Responsive Teaching

Culturally responsive teaching provides instruction that acknowledges that culture is central to learning. It encourages students to learn by building on the experiences, knowledge, and skills they bring to the classroom. It also infuses family customs, community culture, and expectations throughout the learning environment. (Oregon Leadership Network)