

EDUCATION WEEK WEBINAR

Building—
And Keeping—
A District
Equity Culture





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“Building—and Keeping—a District Equity Culture”

Expert Presenter:



John D. Marshall

Chief Equity Officer

Jefferson County Public Schools, Ky.

**An on-demand archive of this
webinar will be available at
www.edweek.org/go/webinar
in less than 24 hrs.**

A young Black man is the central figure, shirtless and wearing black boxing gloves. A white towel is draped over his head, framing his face. He has a confident, smiling expression. The background is a plain, light-colored wall.

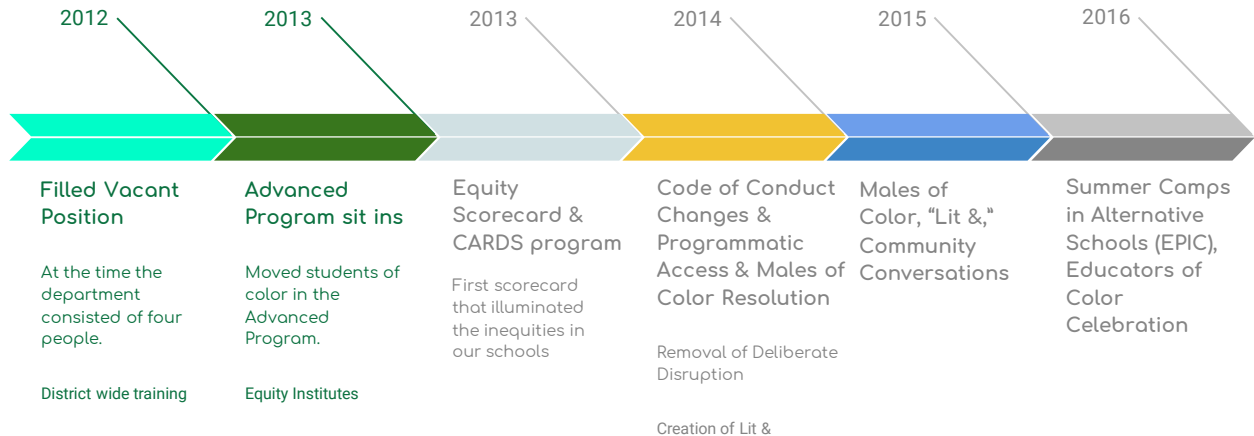
Building Racial Equity in Urban Schools

The Necessity. The Support. The Resistance

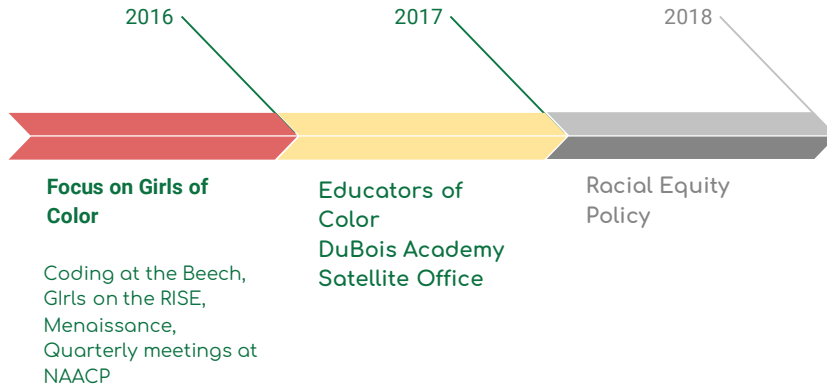
John D. Marshall
Chief Equity Officer
Jefferson County Public Schools



Steps to Racial Equity



Steps to Racial Equity



Cultural Pivots Moving Forward



Practice

Pedagogy

Institutional
Introspection

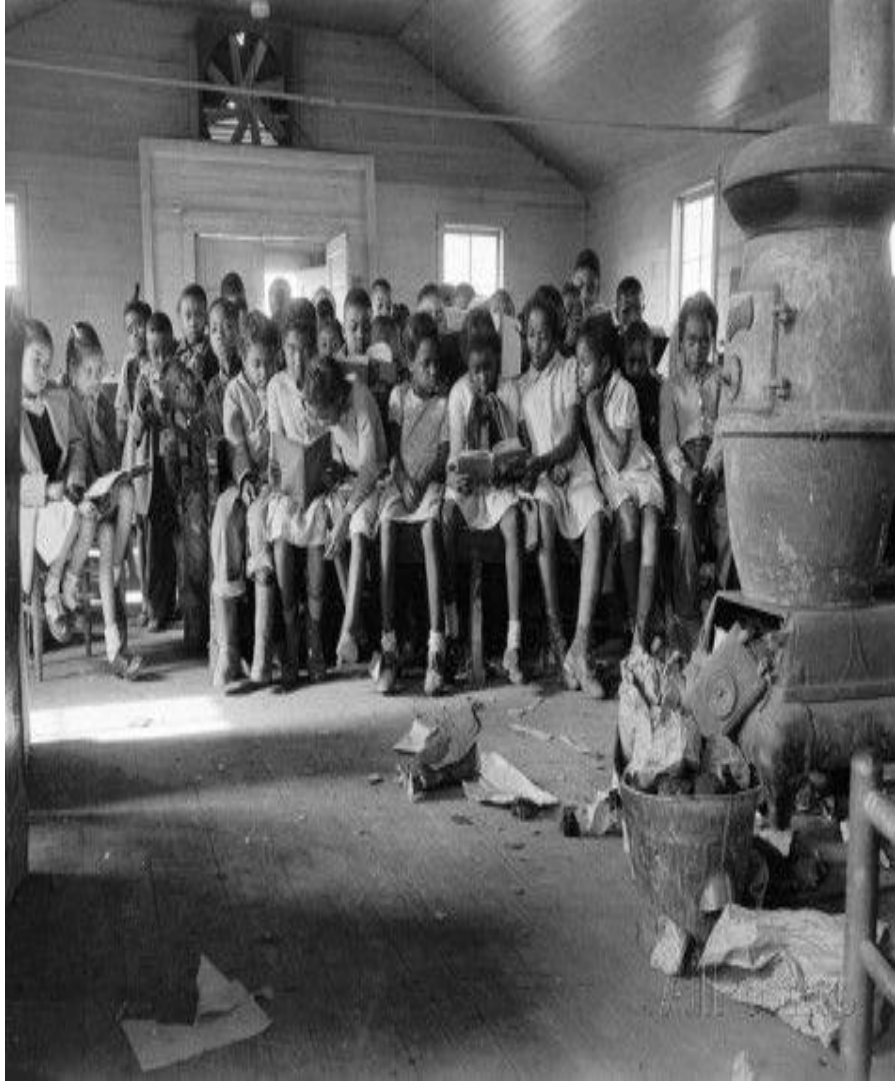
Training

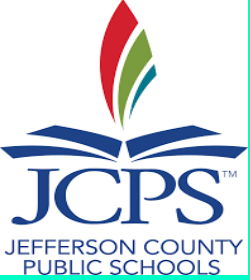




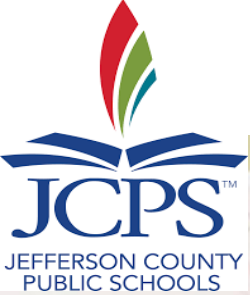
Tenets of Racial Equity Policy

- Central Office Commitment
- School Culture and Climate
- Staffing Diversity
- Curriculum and Instruction





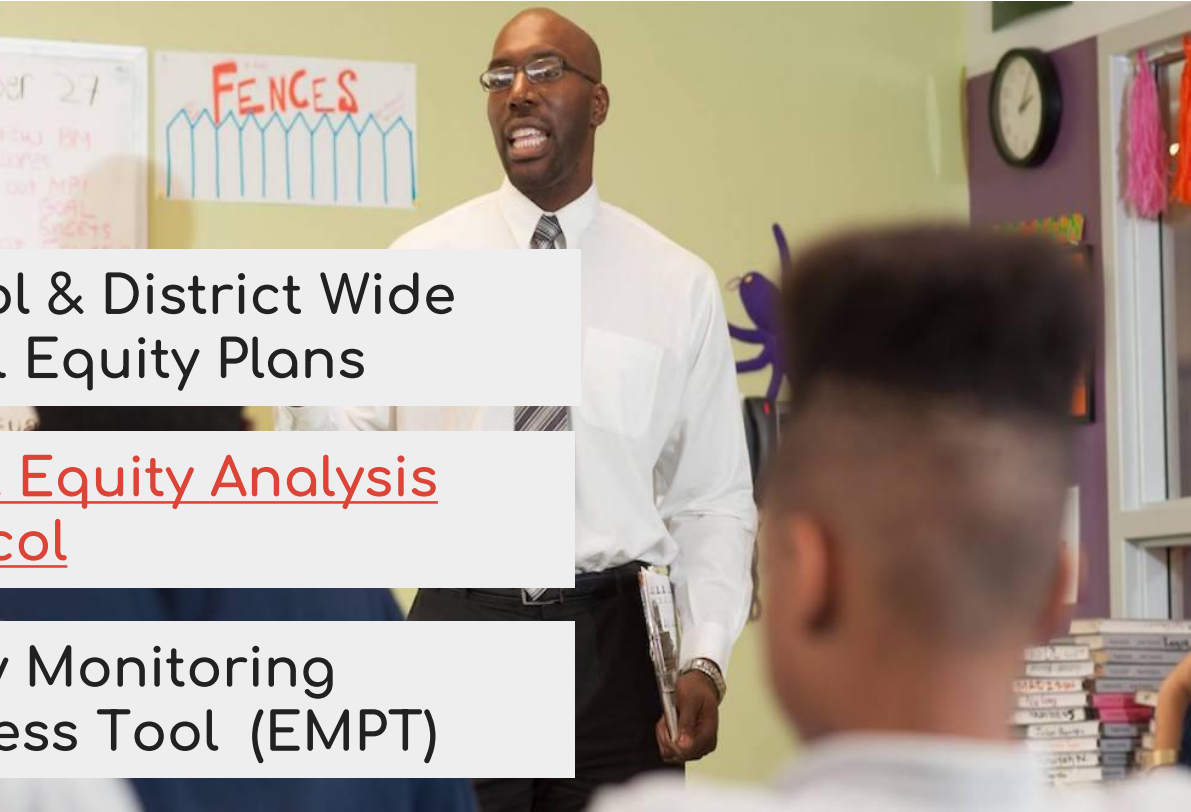
Metrics: Racial
Equity can be
obtained through
Monitoring
measuring



School & District Wide Racial Equity Plans

Racial Equity Analysis Protocol

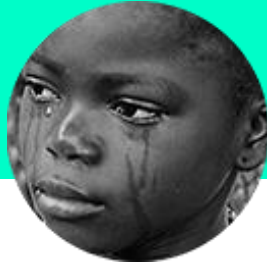
Equity Monitoring Progress Tool (EMPT)



How Justice and Equity Policies Fail



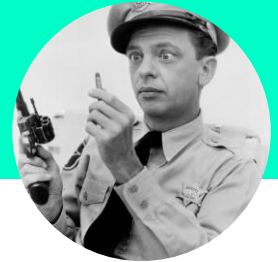
POLITICAL CAPTURING



AIMS TO FIX THE
OPRESSED NOT THE
OPPRESSOR



LACK OF OVERSIGHT AND
SUPPORT



LEFT FOR INTERPRETATION



Fibrous systemic
monitoring and change

Discern confusion from
commitment. Candor over
comfort

Adult actions - student
outcomes

Nomenclature matters

RIGHT NOW!!!

the white moderate, who is more devoted to "order" than to justice; who prefers a negative peace which is the absence of tension to a positive peace which is the presence of justice; who constantly says: **"I agree with you in the goal you seek, but I cannot agree with your methods of direct action"**; who **paternalistically believes he can set the timetable for another man's freedom**; who **lives by a mythical concept of time and who constantly advises the Negro to wait for a "more convenient season."** Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will. Lukewarm acceptance is much more bewildering than outright rejection." Dr. Martin Luther King

Don't Consider! Commit!

- Chief Equity Officer
- Division focused on Diversity, Equity, and Poverty
- Racial Equity Policy
- Begin conversations about RACE
- Respond to the data with race at the foci

A smiling man with a shaved head and a light beard, wearing a blue and white plaid jacket over a light-colored shirt. He is looking slightly to the right of the camera.

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Q & A

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Suggested Reading From *Education Week*:

[An Unwavering Advocate for Racial Equity in Schools](#)

In Kentucky’s Jefferson County Public Schools, John D. Marshall uses data to unmask racial inequities and demand policy changes and supports for students of color and those who are poor.