



Why JEDI? (Justice, Equity, Diversity, Inclusion)

- *To ensure every student feels like they belong.*
- *To empower students to respond when people are being excluded or bullied.*
- *To enable every educator and staff person to create meaningful relationships with students that don't ignore their individual differences but celebrate them.*
- *To prepare students for an exceedingly diverse world and workforce.*
- *To work across differences and manage conflict in a way that does not dehumanize or put down others.*

What is the meaning of Equity?

Equity means making sure every student has the support they need to be successful, even if that means treating students differently based on needs. It means meeting students where they are educationally and working with them to fill educational gaps. Said another way, equality means things are the same, but equity means things are fair.

Equity does not – as some believe – guarantee equal outcomes for all students. Rather, equity provides the *opportunity* for all students to achieve equal outcomes. It's a subtle difference, but an important one.

Schools have long focused on equity over equality due to the fact that treating people exactly the same can lead to unequal results.

For example, all students have the right to a public education. That is equality. Adding ADA requirements so that students with disabilities can access public education is equity. A student with a disability may need a ramp to enter a school building. Not all students need this support. However, to make sure everyone has equitable access to public education, ADA requirements are in place.

Equity in education requires putting systems in place to ensure that every student has an equal chance for success. That requires understanding the unique challenges and barriers faced by individual students or by populations of students and providing additional supports to help them overcome those barriers. While this in itself may not ensure equal outcomes, it helps ensure that every child has equal opportunity for success.

What is Critical Race Theory (CRT)?

Critical Race Theory (CRT) is a phrase that is frequently mentioned in the media and in public conversations. CRT might have a certain meaning to one person while someone else might believe it is something entirely different. CRT, in its purest sense, is a decades-old academic framework that scholars use to examine how legal systems and other elements of society perpetuate racism and exclusion.



The term "CRT" has been distorted and misconstrued so severely that it now stands for all discussions of racial inequity and historical racism in schools.

Is Critical Race Theory (CRT) the same as Equity?

No. The terms Critical Race Theory and equity are not the same. Unlike CRT, which, again, is a tool primarily used in institutions of higher education, equity is a K-12 term referring to federal and state policies and requirements.

In recent years, the terms diversity, equity, and inclusion (DEI) have become commonplace in K-12 education as many districts revisit and renew their local efforts to close achievement gaps as required by the federal Every Student Succeeds Act (ESSA). When signed into law in 2015, ESSA further advanced equity in U.S. education policy by upholding protections outlined in No Child Left Behind (NCLB) legislation, including calling for comprehensive state-developed plans designed to close achievement gaps, improve the quality of instruction, and increase outcomes for all students.

The tenets of CRT are not part of [Ohio Social Studies Learning Standards](#) or any learning standards in Ohio. It's important to remember that Ohio's Learning Standards emphasize skills like critical thinking and problem solving — qualities most sought by today's employers. By teaching our students to apply these skills to what they are learning in school, we can make sure they are on track to graduate from high school and enjoy success in college, careers and life.

We are... 	We are not... 
Allowing space for students to learn more about their own identity and the identities and experiences of others.	Teaching white students to feel guilty for being white or that all white people are oppressors.
Allowing students to learn about some of the failures of our country's past so that we build a better future for all.	Teaching students to hate America.
Equipping students with the knowledge and skills they need to be engaged citizens.	Teaching students to judge others based on the color of their skin, nor are we claiming that all outcomes in life are determined by race.
Providing access to various perspectives, including those that are often excluded from history courses, and using modern texts and recent events to increase student engagement and relevancy.	Rewriting or distorting history.
Creating lifelong critical thinkers by involving students in their own learning - providing opportunities for student-selected texts in areas of their own interest.	Pushing a politically-motivated agenda designed to indoctrinate students into a particular way of thinking.
Asking students to explore open-ended, thought-provoking questions so that they may form conclusions after their own critical analysis.	Leading students to a particular viewpoint.
Providing opportunities for students and teachers to create shared definitions of terminology they may encounter.	Feeding students predetermined definitions of terms that have become controversial, including white privilege, identity and anti-racism.
Creating school communities that are more inclusive and empathetic.	Sowing division among students.