

Deep Equity AND Youth Equity Stewardship

Carving
new pathways to
personal, professional,
and organizational
transformation.



WHAT'S INSIDE

- How the train-the trainer model builds expertise and leadership capacity within districts
- The 5 foundational phases of authentic equity transformation
- How to involve students as change agents to improve school climate and outcomes

WHO Should Use Deep Equity and YES?

The Deep Equity and YES models build the capacity of schools and districts seeking to reduce and eventually eliminate

- ✓ achievement gaps
- ✓ disparities in graduation rates
- ✓ disproportional suspension, expulsion, and disciplinary referral rates.

The Deep Equity approach is based on the belief that such inequities are symptomatic of professional institutional biases and norms that must be directly challenged through systemic, ongoing, and authentic work.

CORWIN Deep Equity

PARTICIPANTS

District Administrators
Principals
Teachers
Support Staff



CORWIN YES

PARTICIPANTS

Students
Adult Allies



WHAT are Deep Equity and YES?

CORWIN Deep Equity

is a comprehensive and **systemic professional development process** aimed at producing the deep personal, professional, and organizational transformations that are necessary to create equitable places of learning for all of our nation's children.

This capacity-building process helps educators dismantle disparities through sustained, collaborative efforts and courageous leadership.

CORWIN YES

is designed to complement and maximize the Deep Equity process or stand alone as a grassroots response to equity issues. Youth Equity Stewardship is rooted in **arts-based methods** that aim to bring the youth perspective, vision, creativity and passion to the forefront of policy and progress for a 21st century school system.



HOW? Deep Equity Training Structure

CORWIN

Deep Equity

The train-the-trainer model

Deep Equity is a capacity-building model that empowers School Leadership Teams to lead equity efforts at the building and classroom level. School Leadership Team members will gain the process, protocols, language, and tools to engage in courageous, authentic, measurable, sustainable **work that produces results.**



WHAT is Deep Equity based on?

The foundational 5 phases underpin the Deep Equity and YES process to:

- Establish a **safe climate** to allow staff and students to engage in open conversations about persistent inequities
- Identify the **root causes** of inequities in educational systems
- Focus on **practical applications** of culturally responsive teaching for classroom teachers
- Create a **long-term, sustainable plan** for systemic transformation

FOUNDATIONAL 5 PHASES

1 TONE AND TRUST

1

- Build a climate of constructive collaboration and transcend the rhetoric of shame and blame.
- Get tools to help gather real time data about the school climate.
- Learn how to engage educators in open conversations about persistent inequities.

2 PERSONAL CULTURE AND PERSONAL JOURNEY

2

- Define cultural competence and connect it with student outcomes.
- Learn how lack of inclusivity in school climate can cause adults and students to bring less than their full energy and focus to the classroom.
- Start action-research processes for strengthening the cultural competence of each adult in the school.

3 SOCIAL DOMINANCE TO SOCIAL JUSTICE

3

- Explore issues of privilege, power, and difference.
- Link issues of dominance to current educational inequities.
- Get tools that identify inequities in the school/district and elicit strategies for addressing those inequities.

4 CLASSROOM IMPLICATIONS AND APPLICATIONS

4

- Honor professionalism and the good intentions of the team, while examining how some behaviors and beliefs may be getting in the way.
- Learn which classroom interactions are most effective in reaching the full spectrum of diverse learners using the 7 Principles of Culturally Responsive Teaching.

5 SYSTEMIC TRANSFORMATION/PLANNING FOR CHANGE

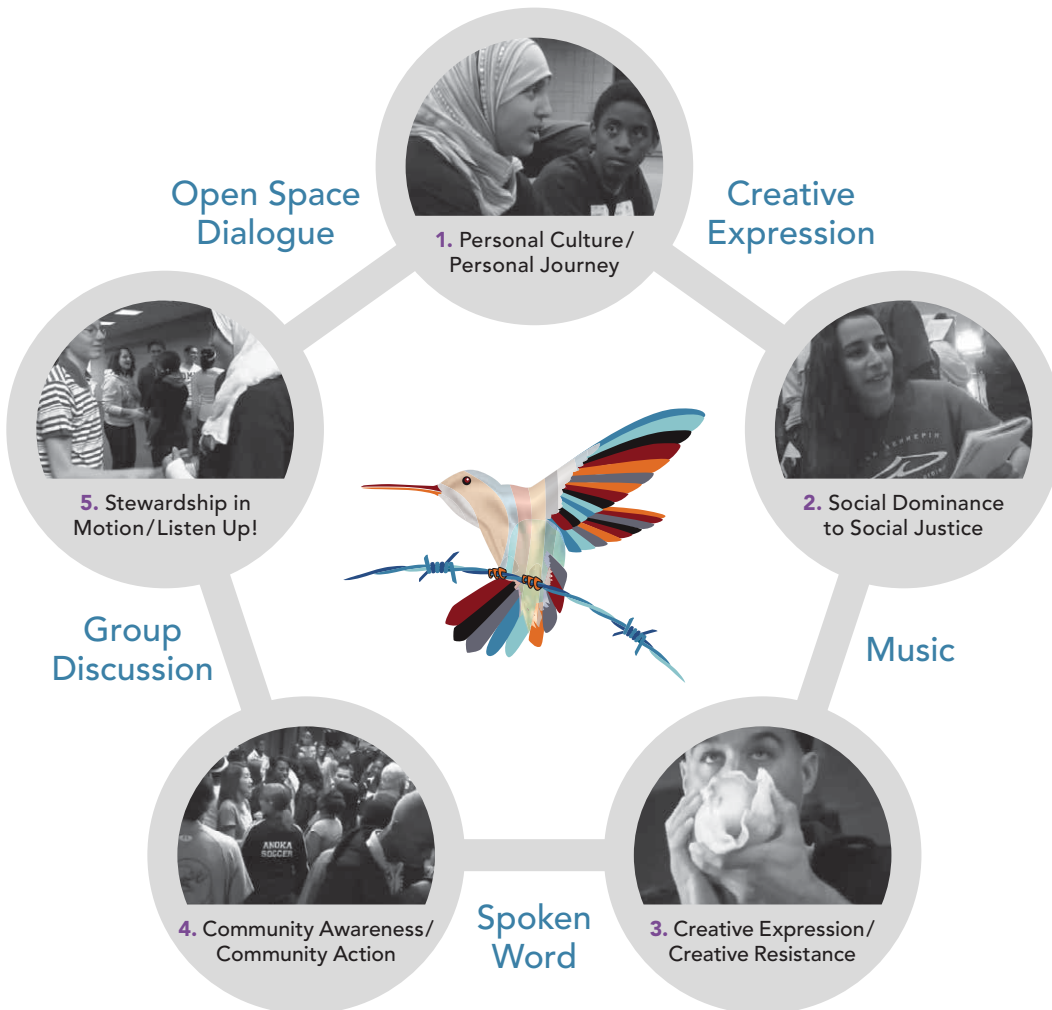
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- Identify organizational barriers to equity and apply a three-stage model for organizational transformation.
- Get tools that help plan and implement a 3-to-5-year initiative.
- Customize an evaluation design to track student outcomes and organizational growth.

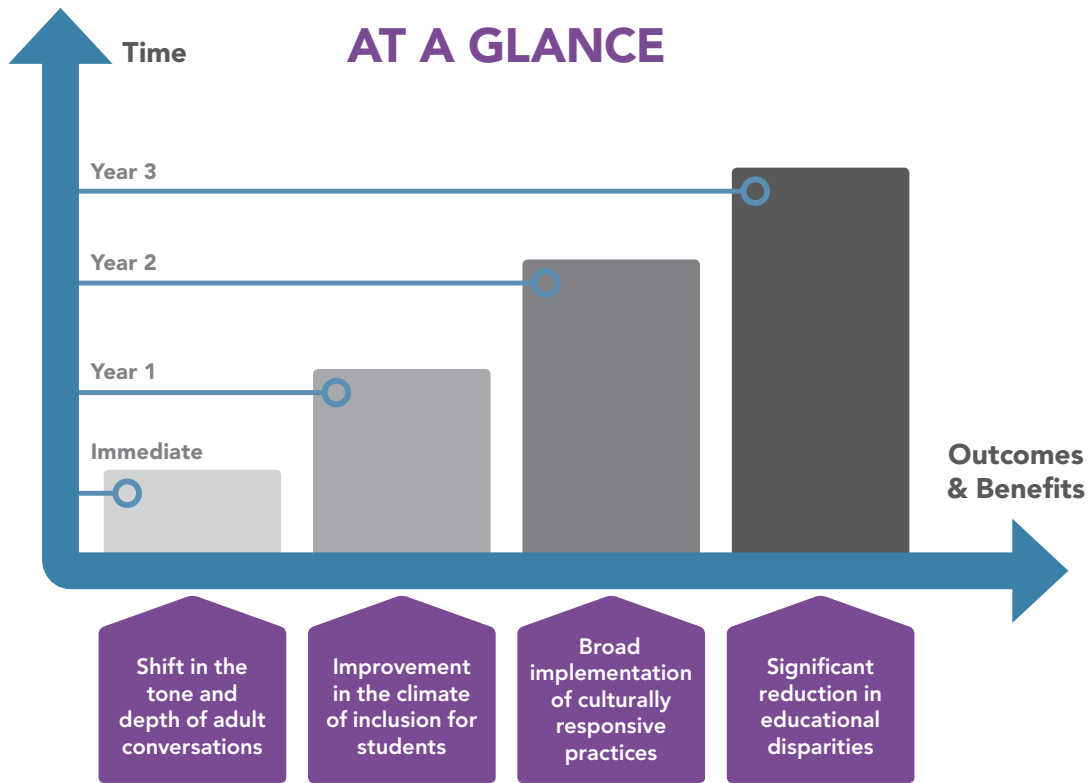
HOW? YES Training Structure

Leading with the heart — an arts-based curriculum to build student leadership, resiliency, and advocacy.

Through the 5 Phases of YES, students will gain the skills, training, and empowerment necessary to help recognize educational disparities and become active contributors to bottom-up school improvement efforts. They will be trained to facilitate professional development for their schools, recognize how to stop bullying driven by inequity, and how to positively impact their community's understanding and acceptance of all citizens. When implemented with Deep Equity, YES empowers students to form intergenerational teams with adult equity leaders.

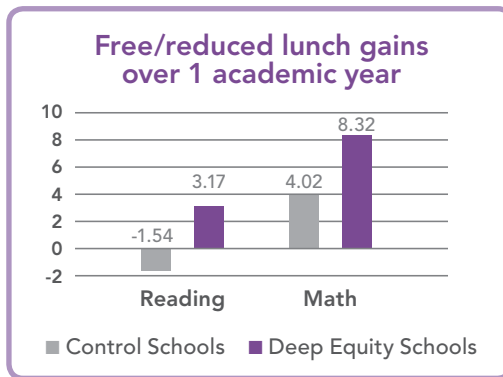
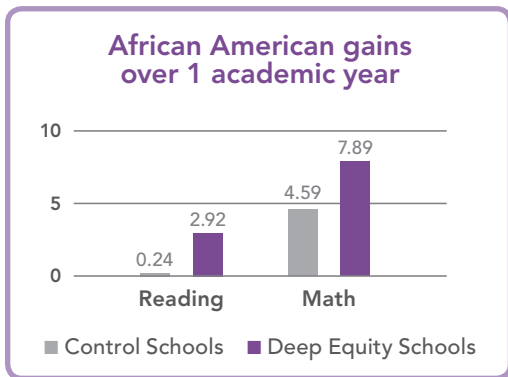


WHY? Outcomes and Benefits of Deep Equity and YES



Success Story: Jefferson County Public Schools, KY

The Deep Equity work can help you move the dial for your school or district. These results are from a case study that compared student achievement between schools in the same district that engaged in Deep Equity and those that did not.



Read the full story about the impact of Deep Equity for Jefferson County Public Schools here.

Reasons why you should choose **DEEP EQUITY** and **YES**

Looking for professional learning models to solve equity issues? Here is a list of reasons why investing in Deep Equity and YES will benefit both educators and students:

- ✓ Builds capacity for long-term, systemic change
- ✓ Takes a holistic approach that empowers both educators and students
- ✓ Focuses on practical application to embed culturally responsive teaching into everyday practice

Meet Our Experts



Gary Howard

has more than 40 years of experience working with issues of civil rights, social justice, equity, education, and diversity. He and his highly skilled team of Deep Equity trainers provides educational organizations with the internal capacity to deliver high-quality professional development for social justice and systemic change.



Benjie Howard

is the co-founder and executive director of New Wilderness Project and the co-architect of YES since 1995. Benjie is a river guide and wilderness educator on the Colorado River in Grand Canyon.



Wade Antonio Colwell

is the co-founder of YES. As an educator he engages the creative/cultural modalities of song, spoken-word, movement, ceremony and restorative circle keeping in his practice.