

5 WAYS TO DISMANTLE THE EQUITY PROBLEM

ICLE Senior Fellow **Dr. Tyrone Howard** explains how educational leaders can address achievement gaps in their schools. It starts by simply having conversations:



LET DATA LEAD

Collecting and analyzing data across demographic groups will show where and how extensive the achievement gaps are in your school. It will help you frame your approach to finding solutions.



BE PREPARED TO BE UNCOMFORTABLE

In conversations about race and inequity, there will be uncomfortable moments. Remind participants that such conversations may be awkward and clunky, but we are moving through them for our students and their futures.



ASK EVERYONE TO SPEAK HIS AND HER TRUTH

An open exchange of real stories and real perspectives is crucial. Leaders often need to go first—share a bias that you have and how you're working to correct it. Showing courage will inspire others to do the same.



KEEP EVERYONE ENGAGED

Create circumstances that limit the ability of participants to disengage from the conversation when they feel uncomfortable. Be willing to adjust the experiences to keep people's hearts and minds in the conversation.



EXPECT AND ACCEPT NON-CLOSURE

Remind everyone that the goals are to advance the conversation and to conceive and test ideas to improve circumstances in your school. Finding solutions will take time—and far more than any single notion.



**Encourage Empathy and
Build Equity with Tyrone:**
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