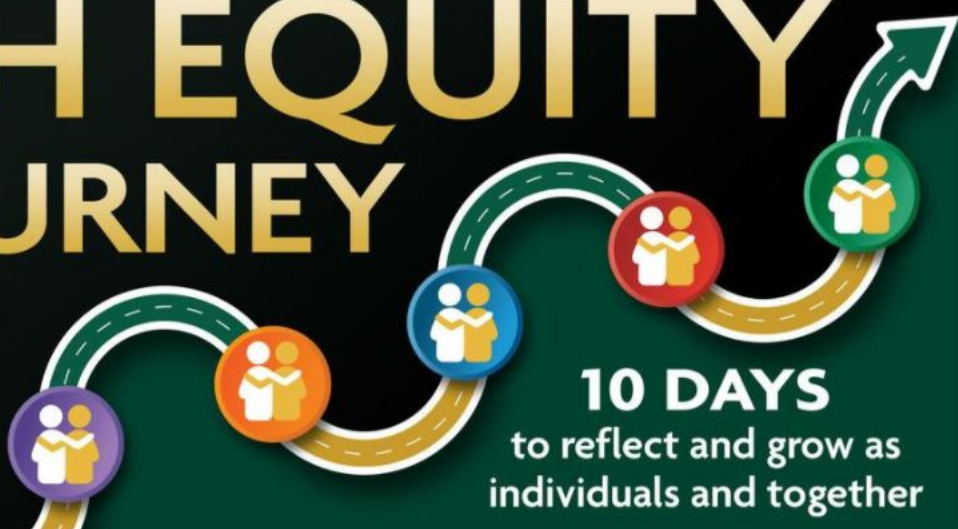


# R-H EQUITY JOURNEY



**February 1, 2021**

## DAY 1

### Rush-Henrietta Umbrella Priority: Equity and Inclusion



#### Did you know?

Rush-Henrietta students hail from more than 35 countries. Twenty years ago, 2.4 percent of Rush-Henrietta students were English Language Learners. Today, more than 6 percent of all district students are learning English for the first time.



Rush-Henrietta is proud to have a district priority focusing exclusively on Equity and Inclusion.

This priority isn't simply words written on paper. It provides guiding principles that we strive to put into action every day. We consider Equity and Inclusion to be the district's umbrella priority. If the district gets this one right and does it well, additional priorities will be easier to achieve.

Rush-Henrietta stands united against racism and discrimination. Recognizing the many kinds of diversity that exist within our community, we are committed to strengthening connections with students and their families. We know it is our obligation to make our teaching practices reflective of the many different kinds of people who call Rush-Henrietta home. As we do that, we must ensure that our programs, curriculum, and learning environments are culturally responsive and safeguard equity and inclusion.

Equity is more than that, though. When Superintendent Bo Wright joined the district in 2018, he visited each of our schools. As a newcomer with a fresh perspective, he quickly noted that the hallway lighting in one of our schools fell far short of what was found in other buildings. He reached out to Andrew Whitmore, assistant superintendent for school operations and finance, and the facilities team to see what could be done. In the spirit of equity, funding was secured and new lighting was installed that same year.

This district priority also ensures that we focus on equity and inclusion in all of our interactions and decision-making within the district. The R-H Equity and Inclusion Steering Committee agreed on the following definitions to steer this work within the district:

**Equity:** Equal access to opportunities for all, with the understanding that fair is not always equal and barriers are removed.

**Diversity:** A representation of our uniqueness, cultural and lived experiences that make up our community.

**Inclusion:** The practice of valuing differences in order to foster a sense of belonging and empowerment.

# Resources for Learning

Please choose at least one of these options for today's journey.

**Option 1:** Watch [Inclusion Starts with I](#) (3:27)

**Option 2:** Watch [This is Equity](#) video (6:45)

**Option 3:** Read [Understanding Equity vs. Equality in Schools](#)



## ***Consider these ways to reflect, grow and take action:***

- Share the Rush-Henrietta 10-Day Equity Journey with someone you know.
- Compare the district's previous equity and inclusion statement with our new one. What differences do you see?
- Identify the Restorative Practices leaders in your school and learn more about how you can incorporate community-building circles in your classroom.
- Add the attached badge to your email signature or print the image and hang it on the door, desk, or refrigerator and let others know you are participating in this journey with us.

## ***Office of Professional Learning Google Site Offering:***

[Common Beliefs Survey: Teaching Racially and Ethnically Diverse Students](#)  
(1 hr CTLE)



## **Additional Resources**

"Leadership is not about titles or the corner office.  
It's about the willingness to step up, put yourself  
out there, and lean into courage.

The world is desperate for braver leaders.  
It's time for all of us to step up." - Brené Brown

