



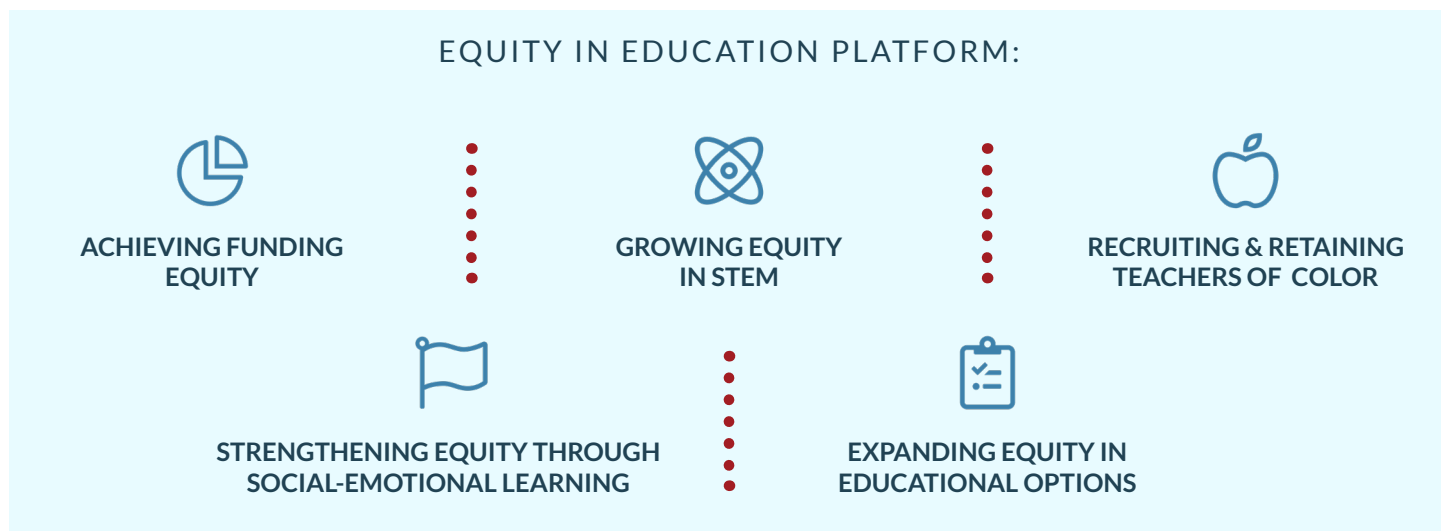
ADVANCING EQUITY IN EDUCATION

Overview

A critical part of building a diverse talent and leadership pipeline is addressing systemic racism in the structure, policies, and practices of our education system.

While equity has been a goal of education advocacy for more than two decades, 2020 brought things into sharper contrast. In every facet of society, from access to healthcare to where people function in the economy to the ability to vote safely, the combination of events last year exposed just how far we have to go in creating a more equitable society. Throughout all of it was a clear need to ensure every student has equitable access to quality education and an opportunity for future success. As we look toward recovery, it is essential that we not only address the inequities amplified by the pandemic but also reimagine and restructure education systems to work better for all.

America Succeeds' Equity in Education platform pursues five systemic changes. Our goals are two-fold: to elevate the promising practices and policies that can reverse current trends, and to engage business leaders in accelerating the impact of BIPOC-led organizations working to achieve educational equity.



Support Equity in Education

This initiative enables employers to impact one of our country's greatest challenges in a way that is more effective and reflective of their shared interest in the future success of all students. There is an urgent need to modernize public education in order to foster greater student achievement, build an educated workforce pipeline, and protect our future economic vitality. Businesses have the obligation, opportunity, and capacity to ensure our education system works for all students; the United States cannot remain competitive or achieve its vision of opportunity while continuing to fall short in educating an ever-growing segment of learners. Supporting America Succeeds' Equity in Education platform is an investment in the employees, customers, community members, and leaders of tomorrow.

For additional information, please contact Stephanie Short, Vice President of Partnerships for America Succeeds, at sshort@americasucceeds.org.

Advocating for Impact

Achieving Funding Equity

The U.S. has a highly inequitable education system where student's zip codes and race determine their learning opportunities and outcomes. Funding equity is distinct from funding adequacy – funding inequity stems not from whether students receive enough funding, but rather whether all students receive their fair share.

- Decouple student funding from local tax revenue or move taxing authority up to a higher level than the district (county or state)
- Reform state funding formulas to follow a weighted student funding model and removing categorical restrictions that restrict funding to certain uses
- Ensure states and districts follow ESSA guidelines for school funding transparency and generate awareness of within-district school funding inequity
- Expand and strengthen open enrollment policies so that education options are not tied to school district borders

EVERY YEAR, SCHOOL DISTRICTS THAT MOSTLY SERVE NONWHITE STUDENTS GET **\$23 BILLION LESS** IN STATE & LOCAL FUNDS THAN THOSE WITH PREDOMINANTLY WHITE STUDENT POPULATIONS, EVEN THOUGH THEY EDUCATE ROUGHLY THE **SAME NUMBER OF CHILDREN.**
- EDBUILD

ONLY 13% OF STEM LEADERSHIP ROLES ARE HELD BY PEOPLE OF COLOR.
- PEW RESEARCH

Growing Equity in STEM

Black and Hispanic people are vastly underrepresented in science, technology, engineering, and mathematics (STEM) careers. Achieving equity in STEM creates greater opportunities for students of color to develop versatile skill sets and participate in the fastest growing - and often higher-paying - fields.

- Remove barriers and increase access to advanced STEM coursework
- Expand early college, concurrent enrollment, and work-based learning programs aligned to STEM careers
- Develop state- and district-level pipeline strategies

Recruiting & Retaining Teachers of Color

Numerous studies point to teachers of color being a leading contributor in closing the achievement gap for students of color, yet they only make up a fraction of the teaching workforce. At the same time, teachers of color are also leaving the classroom at rates far higher than their white counterparts.

- Require teacher preparation programs to have candidate equity plans
- Incentivize more students of color to enter the teaching profession at the state and local levels
- Remove barriers to entry for people of color; develop state and local talent pipelines

NONWHITE TEACHERS MAKE UP APPROXIMATELY **20% OF THE WORKFORCE** IN PUBLIC SCHOOLS WHILE APPROXIMATELY **HALF OF K-12 STUDENTS** ARE PEOPLE OF COLOR.
- BRANCH ALLIANCE

• **ONLY 82% OF BLACK**
• **AMERICANS &**
• **79% OF HISPANICS**
• **COMPLETE HIGH**
• **SCHOOL COMPARED TO**
• **89% OF WHITES.**
• **HOWEVER, WHEN**
• **SEL COMPETENCIES**
• **ARE TAUGHT, THERE IS A**
• **6% INCREASE IN**
• **GRADUATION RATES.**
• - CASEL

Strengthening Equity through Social-Emotional Learning

Social-emotional learning (SEL) is not just about the competencies one can learn, but rather is a reflection of the school climate and culture itself. By developing competencies that promote inclusiveness, empathy, and building cross-cultural relationships, SEL can set the tone for building a welcoming school environment where every student feels valued and supported.

- Provide equitable funding and access to SEL resources including social workers, counselors, and curriculum specialists
- Support professional development and adult SEL programs for educators and administrators
- Bolster SEL training in preparation programs and culturally-responsive strategies for human/child development

Expanding Equity in Educational Options

Students of color and their families are often presented with or have access to fewer options during their educational journey. Whether it's the school or classroom they're assigned to or the courses they're offered, too often the choices available to students of color are more limited and of lesser quality than those enjoyed by their White peers. Empowering students and families with equitable educational options gives them the freedom to make the best decisions and the resources to pursue whatever opportunities they choose.

- Advance school choice platforms that allow families to make informed decisions about their children's educational options and find the best fit for them
- Increase course access to students of color
- Ensure students in all schools have access to qualified, effective teachers

• **ONLY 9% OF**
• **STUDENTS OF**
• **COLOR**

• **ARE ENROLLED**
• **IN AT LEAST ONE**
• **AP COURSE.**
• - ED TRUST





America Succeeds is a non-profit organization committed to improving educational opportunity, outcomes, and equity by harnessing the power and acumen of the business community in accelerating systems change.

Our organization is uniquely positioned between business and the education policy sector – acting as an “education voice to business” nationally and a “business voice for education” at the state-level. Our work bridges these two distinct constituencies, with advocacy efforts aimed at larger culture change and policy efforts that ultimately help us achieve our vision of preparing every student to succeed in the competitive global economy and contribute to their local community.

For more information, please contact Stephanie Short, Vice President of Partnerships, at sshort@americasucceeds.org.