Systemic Equity Review (SER)
Identifying and Addressing Inequities and Their Causes

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Education organizations have more capacity to develop and implement anti-racist, equity-focused goals as a key outcome of our work.

To rid education of racism and other barriers to equity, states, districts, and schools must identify and address systemwide inequities and their root causes while also identifying and leveraging current equity-related strengths that lead to transformative change. Our work builds the capacity of state and local education agencies (SEAs and LEAs), and other education organizations, to implement culturally responsive data literacy that centers the experiences of Black, Indigenous, and other students of color, as well as students whose identities are intersectional.

Our Approach: Collaboration, Action, and Meaningful Change

Our equity specialists help you to develop the Knowledge, Skills, Attitudes, and Practices (KSAPs) necessary for impactful leading and coaching. We do so by evaluating systemic policies, practices, and procedures, and the underlying beliefs they reflect, to determine opportunities for advancing cultural responsiveness and equity.

"We appreciate this transformative partnership with WestEd. This is work that changes classrooms and changes lives—children's lives. And it can lead us all to great joy."

— Kristan Small Grimes, Lansing School District, Michigan

Systemic Equity Review Features

Equity Team Professional Learning

» Build capacity around culturally responsive data literacy, culturally responsive and sustaining education, and research-based root causes and solutions to inequities.

Collaborative Root Cause Analysis

» Co-identify the beliefs, policies, and practices contributing to inequities in your educational system.*

SER Report With Co-Constructed Recommendations

» Provide improved support for strategic planning and changes to policies and practices contributing to inequities.

Communication Support for Presenting Findings to Relevant Education Community Members

» WestEd will co-present the findings of the SER with the equity team to community members (e.g., the Board of Education).

*Hernandez, M., Lopez, D., & Swier, R. (2022). *Disrupting disproportionality: A culturally responsive and sustaining systemic approach*. TC Press.

For more information about bringing Systemic Equity Review to your school, district, or state, please contact David Lopez at dlopez2@WestEd.org.

3 Phases of WestEd's Systemic Equity Review Process

1 Culturally Responsive Data Collection
- **Assess** commitment and readiness
- **Develop** and/or **leverage** existing equity team to support the SER
- **Co-identify** relevant research questions
- **Collect**, **organize**, and **analyze** available and relevant data to create data workbooks that include quantitative and qualitative findings

2 Culturally Responsive Data Literacy and Root Cause Analysis
- **Build** capacity of equity team to analyze data workbooks, survey findings, and focus group findings with an equity mindset
- **Co-identify** beliefs, policies, procedures, and practices contributing to inequities
- **Co-develop** recommendations to address root causes and address inequities

3 Sustainability Planning and Tool Development
- **Finalize** SER Report that includes data findings and co-developed equity goals
- **Co-present** SER findings to key members of the educational community
- **Develop** tools to support data findings, root causes, and recommendations and to monitor impact

Foundational Values

Equity is not a lens. It is a mindset that must be made normative.

Achieving systemic equity requires mindfulness in centering race and identifying and addressing power, privilege, and bias-based beliefs.

Commitments to achieve education equity are not enough—policies and practices must change accordingly.

The intent of our work is to address and fix education practices and systems, not students and families, because students and families are not broken.

Culturally responsive data inquiry methods must be used in order to include the voices, expertise, needs, and aspirations of those most impacted by–and therefore knowledgeable about–education inequities.

WestEd

Unparalleled Expertise Nationwide Since 1966

We bring decades of experience in using data and policy analysis, as well as our own lived experiences as education professionals, to understand underlying factors that reinforce the need for greater racial equity and educational opportunities for all learners.

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