



DIVERSITY, EQUITY & INCLUSION

Monthly Newsletter

EQUALITY VS. EQUITY

Equality and Equity are inherently different but are bound together. In order to have true equality, equity is needed to ensure the best possible outcomes.

Equality

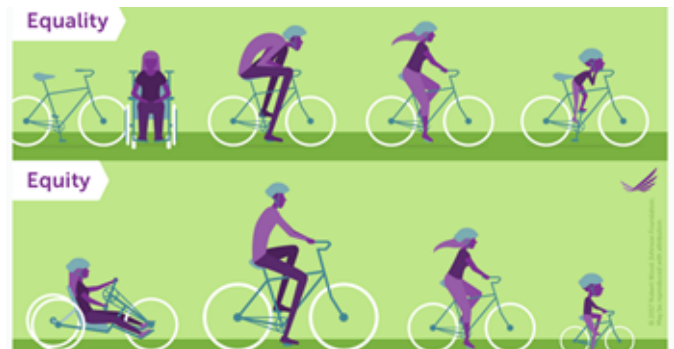
Providing the same opportunities and resources, regardless of background or circumstances

Equity

Reducing inequities between groups and advancing equal opportunity and well-being for all groups

Distinction between Equality and Equity

When we think of math, equality uses the same strategies, lesson plans and books for all students. Equity develops the skills to understand the individual math needs of students through individualized lesson plans and advocating for individual students who need tailored educational math resources or opportunities.



Contact us DEI@apsva.us

Follow us on Twitter [@DEI_APS](https://twitter.com/DEI_APS)

RAMADAN 2022

What is Ramadan?

Ramadan is the ninth month of the Islamic calendar. It is a time of fasting for the Islamic people. Each day during this month, Muslims all over the world abstain from eating, drinking, smoking, as well as participating in anything that is ill-natured or excessive; from dawn until the sun sets.

Fasting is one of the Five Pillars of the Islam religion, and one of the main types of Islamic worship.

Read more [here](#).

WHAT WE'RE DISCUSSING

DEI participates in a book study or documentary every 6 weeks to deepen our knowledge and sharpen our skills. We encourage you to discuss along with us.

Now watching the documentary: [13th](#) by Ava DuVernay (approx. 90 min. documentary)

Reading Next: [I am Malala: How One Girl Stood Up for Education and Changed the World](#) by Malala Yousafzai

INCLUSION STARTS WITH YOU

Check out this [video](#) during the "Strengthening Community: Confronting Hate Speech by Building Understanding & Empathy" event presented on March 28, 2022 by the DEI Office.

Are you careful with your word choices and allow others to feel accepted?

After watching the video, what will you do to ensure that your space is an inclusive environment for others?

HIGHLIGHTS FROM OUR SCHOOLS

The Carlin Springs equity team consists of 13 members of the school community including social worker, counselor, teachers, coaches, family liaison, community coordinator, extended day, AP, etc. They were able to work on implicit bias collectively as a staff in a safe way by developing a cultural-based Bingo activity (with incentives), and then an interactive gallery wall where they jotted down students' names they knew that fall under each cultural category. Talking about implicit bias as a staff can raise a lot of defensive walls and received an overwhelming list of positive feedback from the reflection form.

Here are some [pictures from the event!](#)
[Bingo Warm-Up Activity](#)
[School Diversity Infographic](#)