



# Education Equity Primer

## EXAMPLES OF INEQUITIES

### Student and Family Level



- Some students in NM see themselves, their families, and their communities in the education curriculum while others don't.
- While in NM schools, some students learn about the contributions of their ancestors in the U.S while others don't.
- Some NM students have access to many types of advanced placement courses while others don't.
- Some students in NM are supported to maintain and enhance their home language while other students are forced to stop using theirs.
- Some parents and guardians know their children have school support to complete high school and a post-secondary degree/certificate while the opposite is true for others.



### State Level

- Some states target up to \$22,500 per pupil expenditure for public education each year, adjusted for regional cost differences, while NM targets \$11,083 per pupil (*Annie E. Casey Kids Count Data Center, 2017*).
- The average annual teacher salary in 2019, adjusted for the cost of living, was \$85,000 on the high end in New York while it was \$56,000 in NM. The low was \$44,000 in South Dakota (*USA Today, Sept. 2020*). This is well below the average pay for similarly complex occupations.

### Help Change the Narrative

You can learn more about inequities, share what you learn with others, and get involved in local and state efforts to address them.



### Take Action

Join others in our community by:

- attending school board meetings
- voting for individuals who create greater equity
- talking/writing to state legislators
- reflecting on and changing your own behavior
- creating a "courageous community" at your school to begin the transformation process

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### Increase Awareness

**Are you aware that....**

- some students in NM receive harsher discipline consequences than other similarly aged students?
- certain students feel accepted and accommodated when it comes to their learning styles while others feel diminished and/or invisible?
- the home language of some students is valued less than the language of other students?
- some students feel accepted and acknowledged when it comes to their gender identities and sexuality while others feel scorned and excluded?
- students can tell when the expectations held of them are lower than those held for other students?
- adults often assume they know what is best for certain students and families in our schools?
- the tendency in the U.S. is to blame children, their families, and/or educators for the shortfalls of a system that has been under resourced for years?



### Increase Skills

- Learn about systemic racism in the U.S.
- Learn about the contributions of People of Color in the U.S. and other marginalized groups
- Reflect on the advantages that certain groups have in the U.S. and how you can help enact equity
- Learn how to talk about race and racism