
Equity Task Force

OCS Board of Education Discussion

Dr. Sheldon A. Lanier
Chief Equity and Student Achievement Officer

Dr. Jessica Dreher
Director of Student Engagement and Support Services

Kumar Sathy
Equity Facilitator



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Purpose



Equity Task Force

Policy Code: 1030 Equity in Education

A. Definition of Equity

The concept of educational equity goes beyond formal equality to fostering **a barrier-free environment** where all students, regardless of their race, class, or other personal characteristics, have the opportunity to benefit equally in order to succeed and thrive.

An emphasis on equity calls on every adult to treat every student as capable of success and **recognizes the uniqueness** and strengths of each student **allowing for differences** in time, attention, instruction, and support to ensure that all students can succeed academically and participate responsibly in our community.



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A. Definition of Equity

Equity is an **interruption of systems, structures, policies, and practices** which privilege some students while discriminating against other students. Strategies that promote equity are intended **to ensure fairness** by the following:

1. Countering biased behaviors that cause harm to specific groups.
2. Countering **unfair** policies, programs, and practices that consistently result in negative outcomes for groups who are disadvantaged by these actions.
3. Negotiating, re-allocating, and sometimes **re-imagining** resources, opportunities, and supports when equal distribution of these things (one size fits all) results in inequitable outcomes that do not adequately meet specific needs and interests of all groups of students.



Making Decisions with Three Lenses

OCS cares deeply about all of its students and families and wants them to thrive in schools. OCS is committed to do what is best for each and every one of them. To determine what is best, the Equity and Student Engagement Team and Equity Task Force applied three lenses:

- An equity lens - What does each student need to be successful?
- A data lens - What does the evidence say about what is best/effective for students?
- A community lens - What knowledge can the student, family, and their community bring to the table to help us make decisions about what is best?

(Weiler, 2025)



Equity Task Force

Core Values and Objectives

- Ensure access to high quality (evidence-based) teaching and learning opportunities for every single student.
- Ensure a culture of belonging by ensuring everyone feels valued, validated, and safe.



Task Force Discussion



Questions?





**Orange
County
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