



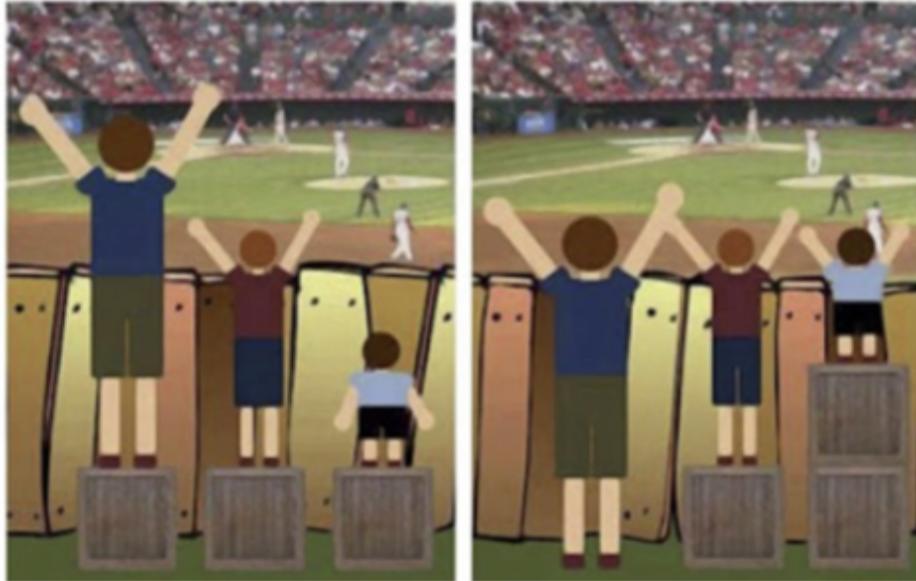
NMRSD Equity Work FAQ

In an effort to address questions and comments that have been emailed to the district, we have compiled the following FAQ to address them and will add to it as we proceed with this critical work. It is important to note that the NMRSD School Committee voted unanimously to support the Massachusetts Association of School Committees' Resolution on Anti-Racism that included multiple actionable items that will be included in our strategic plan.

1. When did NMRSD's equity work begin?
 - A district-wide communication was sent out on June 10, 2020 identifying the need for NMRSD to address issues around racism in the fall of 2020. However, COVID-19 delayed those plans as it was determined it was important to have this work commence once all staff returned to full, in-person work.
 - On October 8, 2020, a district-wide communication was sent out looking for parent volunteers to serve on the equity advisory.
2. Will equity be taught as a separate topic?
 - No. Issues around equity will be discussed when they come up in the curriculum. Please see the Massachusetts State History and Social Science frameworks for our full requirements [here](#).
3. Will equity work focus solely on Black Lives Matter?
 - No. Although the Massachusetts Association of School Committees' resolution in the fall of 2020 focused on Black Lives Matter, NMRSD's equity work will lay the foundation through our equity work to apply to all marginalized groups.
 - NMRSD is committed to cultivating the skills to foster a climate of trust that is built on diversity, equity, and inclusion. (Mirroring the DESE outcome)

4. What aspects of Critical Race Theory will be brought up in classroom discussion?
 - [MASC](#) guide
 - i. Critical race theory (CRT) is a framework and/or analytical tool primarily used in university-level courses. Originating in the 1970s, CRT was first used as a way to help law students think critically about the impact of historical and present-day racism on the legal system. In the 1990s, some colleges of education also started incorporating CRT into their coursework to help aspiring school administrators and teachers better understand inequities in the context of education.
 - ii. Critical race theory (CRT) is not part of social studies curriculum and has never been part of social studies curriculum frameworks in Massachusetts.
5. Will discussions that take place be communicated to parents?
 - The training sessions are for staff. Communications with parents would only happen if there is anything pertinent for the larger community.
6. Why is the term “equity” being used as opposed to “equality”?
 - *Equality* has to do with giving everyone the exact same resources, whereas *equity* involves distributing resources based on the needs of the recipients.
 - *Equality* is about dividing resources in matching amounts, and *Equity* focuses more on dividing resources proportionally to achieve a fair outcome for those involved.
 - i. Source:
<https://www.mentalfloss.com/article/625404/equity-vs-equality-what-is-the-difference>

EQUALITY vs. EQUITY



Equality = Sameness

GIVING EVERYONE THE SAME
THING → It only works if
everyone starts from the same
place

Equity = Fairness

ACCESS TO THE SAME
OPPORTUNITIES → We
must first ensure equity before we
can enjoy equality

Equity image credit: Please note, this image was adapted from an image adapted by the City of Portland, Oregon, Office of Equity and Human Rights from the original graphic: <http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg>