



EQUITY TOOLKIT APPENDIX

Understanding Others



Historically Excluded Groups Reflection

What questions might you ask a focal student in an informal one-to-one?

There are specific groups or identities who have been historically excluded in an ableist, white, male-dominated, heterosexual society that favors urbanism. It is important to remember that there is diversity within each of these groups. All groups are not at risk of exclusion in every context. You may identify other people who have been historically excluded in a given context or in the work you are doing. This list is not intended to be all-encompassing. The way a group of people chooses to identify themselves can and will expand beyond the groups described below. Each of us could identify with more than one group. It is this intersection of who we are that affects how we experience our workplaces and the communities and geographic regions where we live.

Native & Indigenous People
People Living in Poverty
People of Color
People with Disabilities

LGBTQ+ people
Immigrants & Refugees
Older Adults
Minority Religious Groups

Women
Youth
Who Else?

| PROBING QUESTIONS | EVIDENCE |
|---|----------|
| What has been the experience of historically excluded groups in your school/district? What data do you have to support this? | |
| In what ways have members of these groups been meaningfully included in discussions and decisions ? | |
| What policies or practices have contributed to their exclusion? | |
| Does the district have the resources in place to align goals/expectations and work to support all students through an equitable lens? | |
| Who is accountable for making changes that ensure inclusion? | |