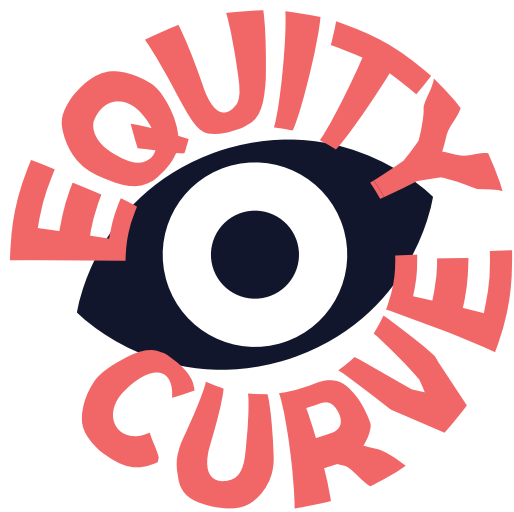


EQUITY WORK REQUIRES



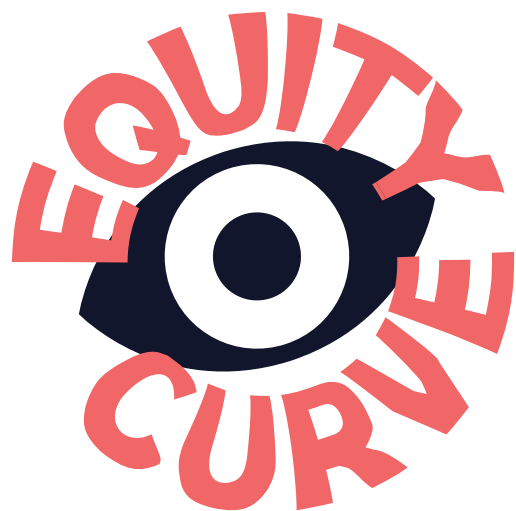
CURIOSITY
URGENCY
RESILIENCY
VULNERABILITY
EMPATHY



To learn more about the CPS Equity Framework and tools, visit equity.cps.edu

SETTING NORMS ARE ABOUT HOW WE COMMUNICATE IN A SPACE WITH OTHERS. THE EQUITY CURVE SUPPORTS THIS COMMUNICATION.

THE CPS EQUITY CURVE IS ABOUT THE INDIVIDUAL (ME/YOU). IT IS A TOOL FOR HOLDING SPACE TO REFLECT ON ONE'S DISPOSITION AT THAT MOMENT.



- C** - Withhold judgment and be in a space of inquiry - be **curious** to gain a better understanding of an issue.
- U** - Work with a sense of **urgency** when championing the success of our students. We have to respond in a timely manner.
- R** - Acknowledge that this work can be difficult and requires **resiliency**.
- V** - Recognize that each of us may not know a solution, but we can be **vulnerable** to collectively learn and problem-solve together.
- E** - Build connection. Show **empathy** across differences, with someone who you think may not share your experiences.

REFLECTION QUESTIONS

WHICH WORD FROM THE EQUITY CURVE CHALLENGES YOU AT THIS MOMENT?

WHICH WORD IN THE CURVE RESONATES WITH YOU?

ALLOW YOURSELF THE SPACE TO ACKNOWLEDGE YOUR DAILY DISPOSITION. SELECT A KEYWORD FROM THE CURVE AND REPEAT IT TWICE. THE FIRST TIME IS TO ACKNOWLEDGE YOUR DISPOSITION. THE SECOND TIME IS TO GROUND YOURSELF.