EQUITY WORK REQUIRES

- Curiosity
- Urgency
- Resiliency
- Vulnerability
- Empathy

Setting norms are about how we communicate in a space with others. The Equity Curve supports this communication.

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

**Reflexion 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.

- **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.