

# CDE's Equity Toolkit

# Introduction



**COLORADO**  
Department of Education

## Dear Educators,

Imagine a school where ALL the children are loved and challenged, where the educators are empowered and where families and communities are seen as critical partners. Each of us is uniquely positioned to create a learning environment that honors the talents and gifts of each student so that they are prepared to thrive in their careers, in their homes and in their greater communities. This toolkit has been designed

to give school leaders the tools and resources needed to capitalize on those unique strengths that foster supportive and effective relationships wherein the community works together to mitigate barriers to success. We designed this toolkit to support you and your community as you further build a learning environment where every student and every educator is supported to find success.

***As educators, we have the trusted responsibility to ensure that all our students thrive.*** We work hard to ensure that our students are challenged through rigorous learning experiences that are worthy of their effort and are relevant to the skills they need to succeed in careers and life. Each day, educators across Colorado are developing their students' talents, expanding their students' interests and creating the conditions for all students to be successful. The work you do each day is truly inspiring!

At the Colorado Department of Education (CDE), we know this work is complicated. There are many perspectives throughout the state and nation on how best to create a learning environment for all students to find success. We also know that schools are often seen as a "central hub" of the community often with diversity in race, ethnicity, culture, identities, socioeconomics, language, religion, sexual orientation, gender, ability and much more.

Each day, school leaders are collaborating and genuinely engaging their greater school communities to support their students' unique needs and aspirations. This toolkit, designed to support that important work, consists of five sections:

1

[Understanding  
Self](#)

2

[Understanding  
Others](#)

3

[Understanding  
Context](#)

4

[Implementation](#)

5

[Reflection and  
Evaluation](#)

We designed the resources to provide you with actionable support you can use as you engage with your students, their families, your colleagues and the greater school community.

Thank you for engaging in this work, thank you for being champions for your students, and thank you for creating learning environments where every student can thrive! The CDE is committed to supporting you through your school districts and schools in the important endeavor of creating quality learning environments and experiences for all students and their families.

Dr. Rhonda Haniford  
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