

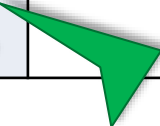


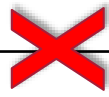
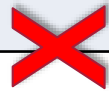
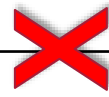



Equity-Minded Competence

Equity-Minded Competence
<p>Awareness of racial identity</p> 
<p>Uses disaggregated data to identify racialized patterns of outcomes</p> 
<p>Reflects on racial consequences of taken-for-granted practices</p> 
<p>Exercises agency to produce racial equity</p> 
<p>Views the classroom as a racialized space and actively self-monitors interactions with students of color</p> 

Lack of Equity-Minded Competence
<p>Claims to not see race</p> 
<p>Does not see value in disaggregated data</p> 
<p>Unable to notice racialized consequences or rationalizes them as being something else</p> 
<p>Does not view racial equity as a personal responsibility</p> 
<p>Views the classroom as a utilitarian physical space</p> 