

## Equity Case Analysis Process

**Step 1: Identify biases and inequities presented in the case**

**Step 2: Take stock of various perspectives**, trying to remember the full variety of community members, including those who are involved directly and those who are involved at more of a distance.

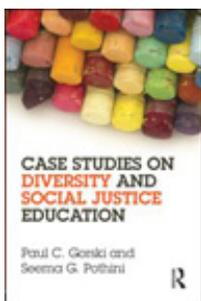
**Step 3: Consider possible challenges and opportunities**, paying special attention to biases and inequities and how the situation presents an opportunity for dialogue and positive change, not just for those immediately involved, but for the institution.

**Step 4: Imagine equitable and just outcomes**, remembering that *equity* requires a fair distribution of opportunity and access—a resolution of the bias or inequity, not just a resolution of interpersonal conflict.

**Step 5: Brainstorm immediate-term responses**, thinking specifically about how you might respond immediately in order to overcome challenges and maximize opportunities.

**Step 6: Brainstorm longer-term policy and practice adjustments**, keeping in mind that school and classroom conflict usually are symptoms of bigger structural inequities.

**Step 7: Craft a plan of action**, including both immediate-term and long-term components.



Designed by Paul C. Gorski ([gorski@edchange.org](mailto:gorski@edchange.org)) and Seema Pothini ([sg1515@hotmail.com](mailto:sg1515@hotmail.com)) for their book, *Case Studies on Diversity and Social Justice Education* (Routledge, 2014). Check out the book for this more than 35 school- and classroom based case studies on issues like race, class, (dis)ability, gender, sexual orientation, and religion, along with a more detailed description of the case analysis process.

**Summary:** The equity literacy case analysis process encourages us to reflect deeply on school and classroom scenarios by considering them within a larger context of unequal access to privilege, power, and equity.