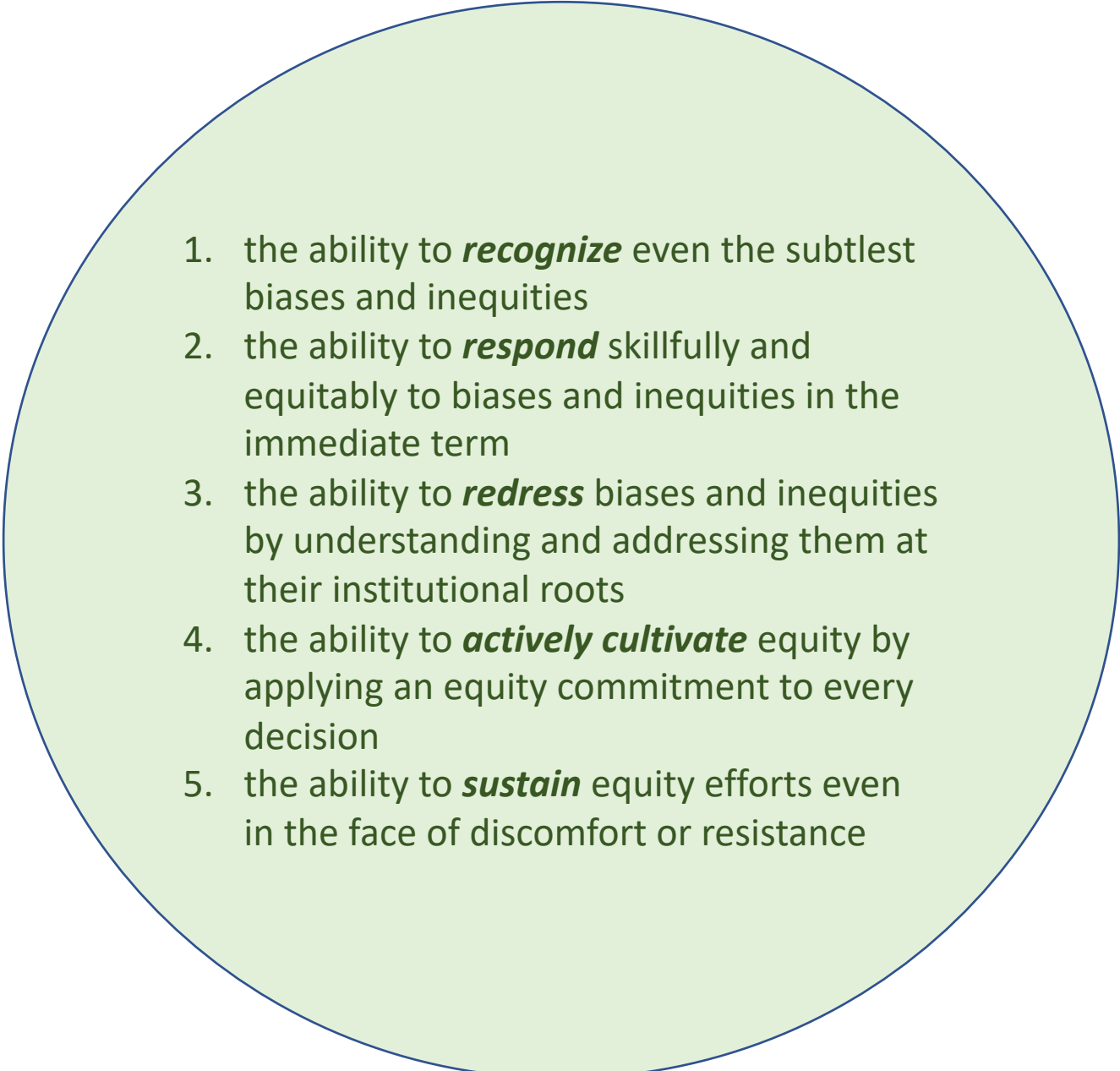


UOTeach Student Experience

Teacher Development of Equity Literacy

Targeted Learning Communities: Equity Affinity Groups

UOTeach Candidate Development: EQUITY LITERACY

- 
1. the ability to ***recognize*** even the subtlest biases and inequities
 2. the ability to ***respond*** skillfully and equitably to biases and inequities in the immediate term
 3. the ability to ***redress*** biases and inequities by understanding and addressing them at their institutional roots
 4. the ability to ***actively cultivate*** equity by applying an equity commitment to every decision
 5. the ability to ***sustain*** equity efforts even in the face of discomfort or resistance

Recognize

Respond

Redress

Actively cultivate

Sustain

A Venn diagram consisting of two overlapping circles. The larger circle on the left is light green and contains a list of six opportunities for teacher candidates. The smaller circle on the right is light blue and contains text about teacher candidates from underserved communities. The two circles overlap in the center.

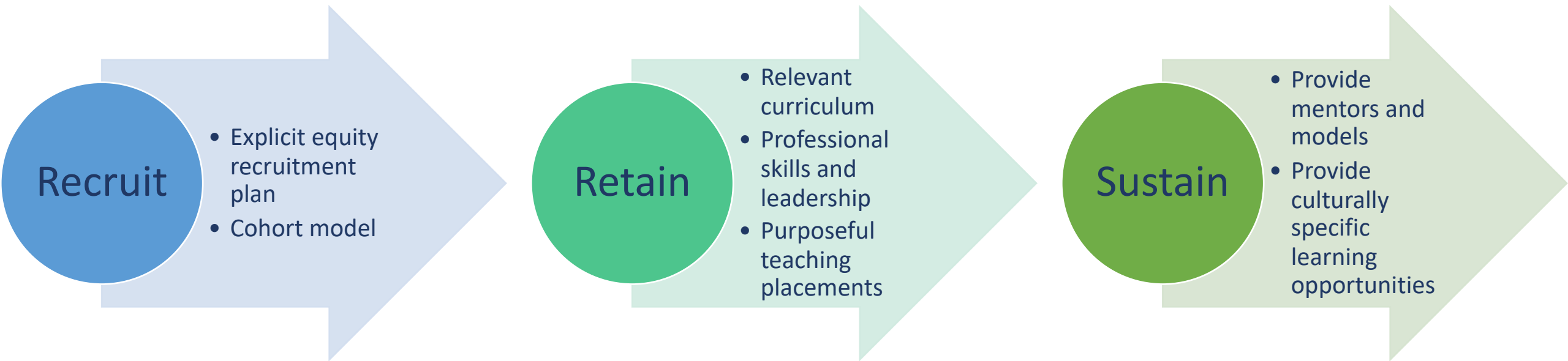
EQUITY LITERACY

Structured and Supported Development Opportunities for Teacher Candidates

1. Professional faculty with expertise in educational equity
2. Professional faculty with shared lived/cultural background related to equity in education
3. Culturally sustaining curriculum and pedagogy experiences as a learner
4. Peer support learning networks that are culturally relevant
5. Relevant University and community programming and enhancement experiences related to equity in education
6. Teaching placements with culturally relevant curriculum and mentors with equity expertise

Teacher Candidates
from systemically
underserved and
historically
marginalized
communities

Teacher Candidates from Systemically Underserved Communities: EQUITY LITERACY





Sustain

- Provide mentors and models
- Provide culturally specific learning opportunities

Equity Affinity Groups

WHAT:

The EAG is a monthly community gathering for mentoring, networking, and collaborative community support. Each EAG event is open to all self-identifying program candidates and each EAG has a two advisors facilitating the monthly gatherings.

UOTeach Communities of Color Student Teacher Affinity Group

(Open to self-identifying Teacher Candidates)

UOTeach LGBTQ+ Student Teacher Equity Affinity Group

(Open to self-identifying Teacher Candidates)

WHY / PURPOSE:

UOTeach Equity Affinity Groups were established in 2014

- a.) to provide a network for professional mentoring and peer support for teacher candidates to share lived expertise and cultural assets related to cultural diversity and cultural knowledge.
- b.) and to provide a collaborative location for discussion and skill development related to navigating systemic oppression as future educators.

The two affinity groups are run by four UOTeach Alumni Advisors.

The Equity Affinity Group project is supported administratively by the UOTeach program director, Dr. Heffernan.

Equity Affinity Groups

Monthly drop-in events with employed advisors



The poster features a background of colorful paintbrush strokes in shades of blue, green, and yellow. At the top, the University of Oregon logo and 'College of Education' are displayed. The main title is 'UOTeach Communities of Color Student Teacher Affinity Group'. Below it, the schedule is listed as '2021-22 Saturdays at 10:00am' with dates 'Nov 20, Dec 04, Jan 08, Feb 12, March 12, April 09, May 07, June 04' and location 'COE Ed. Lokey 270'. A note states 'Breakfast snacks provided. Bring your own drink.' A descriptive paragraph at the bottom explains the group's purpose for peer support and professional networking for UOTeach teacher candidates. The date 'Nov 2021' is in the bottom right corner.

UNIVERSITY OF OREGON College of Education

UOTeach Communities of Color Student Teacher Affinity Group

2021-22 Saturdays at 10:00am
Nov 20, Dec 04, Jan 08, Feb 12, March 12, April 09, May 07, June 04
COE Ed. Lokey 270

Breakfast snacks provided. Bring your own drink.

The Communities of Color Equity Affinity Group (open to self-identifying UOTeach CoC Teacher Candidates) is a group for peer support, professional mentoring, and professional networking for UOTeach teacher candidates.

Nov 2021



The poster features a background of a rainbow flag. At the top, the University of Oregon logo and 'College of Education' are displayed. The main title is 'UOTeach LGBTQ+ Student Teacher Equity Affinity Group'. Below it, the schedule is listed as '2021-22 Saturdays at 10:00am' with dates 'Nov 20, Dec 04, Jan 08, Feb 12, March 12, April 09, May 07, June 04' and location 'COE Ed. Lokey 270'. A note states 'Breakfast snacks provided. Bring your own drink.' A descriptive paragraph at the bottom explains the group's purpose for peer support and professional networking for UOTeach LGBTQ+ teacher candidates. The date 'Nov 2021' is in the bottom right corner.

UNIVERSITY OF OREGON College of Education

UOTeach LGBTQ+ Student Teacher Equity Affinity Group

2021-22 Saturdays at 10:00am
Nov 20, Dec 04, Jan 08, Feb 12, March 12, April 09, May 07, June 04
COE Ed. Lokey 270

Breakfast snacks provided. Bring your own drink.

The LGBTQ+ Equity Affinity Group (open to self-identifying UOTeach LGBTQ+ Teacher Candidates) is a group for peer support, professional mentoring, and professional networking for UOTeach LGBTQ+ teacher candidates.

Nov 2021



Sustain

- Provide mentors and models
- Provide culturally specific learning opportunities

Equity Affinity Group

Networking Social Hours

Targeted to specific communities

WHAT:

Teacher Candidate and affiliated faculty web based social hour is a one-time dinner for specific culture groups within UOTeach. The social hour centers connecting teacher candidates and current educators with a shared background, knowledge, and expertise within more specific communities.

Example: ADPI Social Hour for Asian | Desi | Pacific Island Teacher Candidates

WHY / PURPOSE:

UOTeach Networking Social Hours were established in 2021

- a.) to provide a network for professional mentoring and peer support for teacher candidates to share lived expertise and cultural assets related to cultural diversity and cultural knowledge.
- b.) and to provide a collaborative location for discussion and skill development related to navigating systemic oppression as future educators.

The Networking Social Hours are hosted by affiliated faculty.

The Networking Social Hours project is supported administratively by the UOTeach program director, Dr. Heffernan.

Social Hours

One-time professional and peer networking events





Sapsik'wata

The comprehensive model for an Equity Affinity Group

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Shaping the Next Generation of Native Teachers


By  [Kaylee Domzalski](#) — November 17, 2021 ⌚ 7:15



A NEW GENERATION OF NATIVE EDUCATORS

TEACHER PREPARATION


'More Than a Demographic': The Important Work of Cultivating Native Teachers



Kaylee Domzalski, November 17, 2021 · 9 min read


TEACHING Q&A

Q&A: What Is Culturally Responsive Teaching?



Kaylee Domzalski, November 17, 2021 · 3 min read

TEACHER PREPARATION VIDEO



Structured and Supported Development Opportunities for Teacher Candidates

1. Professional faculty with expertise in educational equity
2. Professional faculty with shared lived/cultural background related to equity in education
3. Culturally sustaining curriculum and pedagogy experiences for candidates
4. Peer support learning networks that are culturally relevant
5. Relevant University and community programming and enhancement experiences related to equity in education
6. Teaching placements with culturally relevant curriculum and mentors with equity expertise

Foundational materials:

- Gorski, P. C., & Swalwell, K. (2015). Equity literacy for all. *Educational leadership*, 72(6), 34-40.
- Racial Equity Tools: Caucus and Affinity Group readings
<https://www.racialequitytools.org/resources/act/strategies/caucus-and-affinity-groups>
- Domzalski, Kaylee. 'More Than a Demographic': The Important Work of Cultivating Native Teachers. *Ed Week*, Nov. 17, 2021.
<https://www.edweek.org/teaching-learning/more-than-a-demographic-the-important-work-of-cultivating-native-teachers/2021/11>