**Seven Steps in the Equity Literacy Case Analysis Approach**

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

* What are the biases, inequities, or otherwise troublesome conditions that are immediately apparent?
* What are less explicit, not-so-obvious examples of existing or potential bias, inequity, stereotype, or presumptions?
* What does the case tell us about school or classroom policy, about instructional or leadership practices, about individuals’ attitudes and perspectives that might hint at something deeper than surface-level biases and inequities?

**Step 2: Take stock of various perspectives**

* What are the perspectives of a variety of community members (marginalized, privileged, etc), including those who are involved directly and those who are involved at more of a distance?

**Step 3: Consider possible challenges and opportunities**

* Use your analysis from Steps 1 and 2 to determine the potential challenges and opportunities presented by the situation.
* How can the situation present 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.

* What would be a specific equitable and just outcome?
* How would things be different if we implement the equitable and just outcome?
* (Note- *Equitable* outcomes means fairness, redistribution of access and opportunity and *Equality* means sameness)

**Step 5: Brainstorm immediate-term responses**

* How will you achieve equitable and just outcomes?
* What are things that can be done right now?

**Step 6: Brainstorm longer-term policy and practice adjustments**

* Are there bigger structural inequities?
* How can awareness of the issue be bolstered?
* Does institutional culture and knowledge need to be shifted?

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

* What are the specific actions that will be taken to get the equitable and just outcomes?
* What will be done in the immediate term?
* What will be done over time?
* How will we respond to ensure equitable outcomes?