ASSOCIATION OF WASHINGTON STUDENT LEADERS

Equity, Opportunity and Access: Beyond Inclusion

AWSL Mission:

Providing leadership opportunities that support and increase the academic and social success of all students.

What is the Opportunity Gap?

The opportunity gap is created by the unequal or inequitable distribution of resources and opportunities. Just as there is an academic education gap in schools marked by disproportional achievement among student demographic groups, so too is there an opportunity gap that exists in student activities. In short, not all student demographic groups are equitably represented in many student activity programs. A step toward equity starts with the acknowledgment that there are still structural issues with institutionalized racism, sexism, disparate educational opportunities and oppressed treatment experienced by students of color or groups not in the majority.

What is the goal of Equity work?

The goal of equity is to create the conditions and commit resources, so all students have the supports they need to participate. Analyzing a school through an equity lens can lead to changes which result in increased student participation and engagement, especially from underrepresented student groups. AWSL believes in the following equity goals:

- Opportunities for students to lead, represent and reflect the demographics of the school.

- The school promotes multiple opportunities and access points for all students to lead.

- All students can learn to lead, just like all students can learn math, English, social studies and other content areas.

"Every system is perfectly designed to get the results it gets."
–Dr. Paul Batalden, health care system innovator

The Association of Washington Student Leaders is a division of the Association of Washington School Principals

AWSL Belief Statement

AWSL believes that all students and adults have the ability to lead in their school.

In order to promote positive social and academic experiences for all, our focus provides opportunities, support and resources to:

- Examine, interrupt and address patterns of historic and current oppression

- Engage, connect, and collaborate with others

- Create safe schools where all are valued

- Feel successful in school and life.

Association of Washington Student Leaders

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AWSL Goals and Objectives using language from Washington State Social Emotional Learning Standards	AWSP Leadership Framework Criteria
Self-Awareness • Explore one's identity, story, culture, linguistic-assets and aspirations. • Understand strengths, areas of growth, biases and privilege.	Creating a Culture, Ensuring Safety, Aligning Curriculum, Improving Instruction, Engaging the Community, Closing the Gap
Social Awareness • Increase understanding of the power of words as it relates to microaggressions, biased language, sarcasm and humor. • Practice strategies that promote respect and acceptance in regard to multiple perspectives. • Recognize how people's stories and experiences have shaped their identity.	Creating a Culture, Ensuring Safety, Aligning Curriculum, Improving Instruction, Engaging the Community, Closing the Gap
Self-Management • Define and recognize individual needs and triggers as it pertains to coping skills, self-care and stress. • Identify and practice strategies to manage emotions and self-regulate. • Develop the ability to listen for understanding without the need to respond. • Understand and value different leadership styles and their effectiveness in different settings.	Ensuring School Safety, Planning with Data, Engaging the Community, Managing Resources, Closing the Gap, Creating a Culture
Social Management • Identify and understand group processes and dynamics, especially in regard to the diversity of the group. • Learn and practice techniques for building and strengthening relationships. • Learn and practice techniques for resolving conflicts and repairing relationships. • Engage in constructive conversations while valuing the dignity of all participants. • Learn techniques and skills to advocate for self and others.	Managing Resources, Closing the Gap, Creating a Culture, Engaging the Community, Ensuring School Safety, Aligning Curriculum, Improving Instruction
Self-Efficacy • Practice shared responsibility and accountability. • Initiate, generate, and evaluate goals. • Believe, identify, and utilize the value of one's experiences, talents, skills, and interests as assets and resources.	Managing Resources, Creating a Culture, Closing the Gap, Aligning Curriculum, Improving Instruction, Engaging the Community, Planning with Data
Social Engagement • Increase the opportunities, resources and support for all students to lead in their communities. • Develop a system where multiple perspectives are sought and utilized to make decisions for the community. • Utilize school demographics as an essential tool to interpret data to create a positive culture and climate. • Utilize project planning strategies for organizing school activities and events that reflect the cultures and interests of everyone on campus.	Creating a Culture, Planning with Data, Ensuring School Safety, Closing the Gap, Aligning Curriculum, Improving Instruction, Engaging the Community

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