

Human Capital Equity Labs

A data-driven approach for addressing disparities in access to effective teaching

PROGRAM OVERVIEW

USHCA's Human Capital Equity Lab (HCEL) offers you a step-by-step and data-driven process to embed equity in your context AND analyze the patterns of how teachers and leaders are recruited, staffed, and retained across and within your schools. **We leave no stone unturned - talent policies, practices, beliefs are all examined together with your team - as we move from identifying and exploring your challenges to eradicating them.**

Our work together is designed for you to **take action - once and for all - to root out inequities that negatively impact your students and employees**, beginning with your own daily work. Through our time together, we help you and your team apply your learnings on your own teams first, and then support the broader system - centrally and within schools - to embed equity in all talent work.

COMPONENTS

Over the course of 6-12 months, USHCA will lead your team through a facilitated process to:

- Create a Steering Committee that's diverse and inclusive to examine and build a shared commitment to equity in HC
- Create or clarify your system's specific definition of equity in human capital
- Gather and analyze key HC data connected to student and school performance that are a direct result from your human capital policies, practices, and beliefs
- Convene key stakeholders to identify and begin to address root causes together
- Apply your newfound learnings to your daily work - with progress monitoring indicators
- Craft an equity in HC checklist anyone can use to audit planned or existing policies and practices
- Draft a plan to lead this work, balancing the importance of principal autonomy with the accountability to address disparities

No matter where your school system is in its particular journey to address inequities, we will meet you where you are. Equity Labs provide you with the opportunity to take action in an intentional way.

Investment

The deep work of Equity Labs requires an investment that begins at \$45,000, depending on the size and scope of the work.

Please email Elizabeth Arons at earons@theushca.org for more information and questions. You can also complete this [interest form](#) and we will get back to you shortly. You can also stay up to date with USHCA events and content by signing up for our newsletter [here](#).