



## Developing Education Products with Equity at the Center

### Description

This resource is provided as an example of the Establishing Foundations Key Action: “Ensure the core project team and leadership team reflect the identities of the students being served.”

This document served as a foundational resource for the EF+Math community, especially at the beginning of the program as the EF+Math program was building teams, developing processes, and aligning on shared goals to guide the complex work. There is a lot here, and it would be highly beneficial to read this document in its entirety to understand how Inclusive R&D has guided the work from the beginning.

At a high level, this document speaks to the following:

- *Designing for Equity*: The EF+Math Program offers insights to help education product teams embed racial equity and anti-racism into their product development processes.
- *Inclusive R&D Model*: The program is founded on an Inclusive R&D theory of action, which centers Black and Latinx educators and students experiencing poverty throughout the process.
- *Diverse Co-Design*: Teams must intentionally include Black and Latinx leaders and educators, ensuring they have an elevated voice in the co-design and continuous improvement cycles.
- *Challenge Assumptions*: Product teams should use four guiding questions, based on the Inclusive Innovation framework, to design for equity in all phases of development.
- *Assets-Based Approach*: Equitable products are co-designed with Black and Latinx communities, moving away from a "by us for them" model to one that celebrates their knowledge and assets.

To speak to the above key action (i.e., bullet 3), this document explains the value and importance of building not only a diverse team, but also a team that includes identities reflective of the students served by the EF+Math program. While there is much richness in the entire document, pages 3 and 4 offer key insights into building this kind of team. Please follow the link to view this document: <https://osf.io/wsk6p/files/z8wyn>