What is

The Racial Equity Matrix (REM) is a research-based assessment designed to evaluate a school’s institutional commitment to supporting equitable learning environments.
How It Works

The REM is organized by two frames of inquiry; Equity Focus Areas and Institutional Commitments.

Equity Focus Areas

The first frame of inquiry are Equity Focus Areas. Through extensive research and over 100 years of combined experience, the development team identified 10 broad categories most acutely impacted by racial inequity.

Institutional Commitments

The second frame of inquiry are Institutional Commitments. This frame is used to measure an organization’s observable actions toward equity in each of the Equity Focus Areas.
Parent Engagement
Active outreach to and substantive involvement of families of color in varied aspects of the educational program, both planning and instructional.

Mindful Discipline
Effective and compassionate discipline practices which use conversations and small groups to resolve conflict and build empathy.

Equity Focus Areas
The REM’s Equity Focus Areas represent a diverse range of the most common indicators of educational equity in K-12 public and charter schools across the United States.

Culturally Relevant Curricula
Year round effort to use instructional, print, and non-print materials to celebrate and affirm the intellectual contributions of people of color.

Social Justice Curricula
Teachers introduce concepts related to policies and issues that impact the lives of the children in the school and the surrounding community.

Student Recruitment
Non-bias recruitment and retention process that ensures racial diversity among students and equitable access to resources and support.
Academic Pathways
Transparent and fair student grouping where families are educated on their child’s future academic options based on current academic standing.

Equitable Honors & AP
Equitable representation of students of color in honors and AP classes through non-biased recognition of multiple intelligences and student strengths.

Equitable Assessments
Multiple instruments are used to assess students, giving opportunities to highlight growth in and outside of traditional academic markers.

Social-Emotional Support
Adequate social-emotional support staff to ensure a diverse set of strategies in reducing student trauma and countering the effects of bias and discrimination.

Teacher Recruitment
Non-bias recruitment and retention process that ensures racial diversity among teachers, especially in math, science, and STEM classes.

Equity Focus Areas
The REM’s Equity Focus Areas represent a diverse range of the most common indicators of educational equity in K-12 public and charter schools across the United States.
Institutional Commitments

Each of the Equity Focus Areas are evaluated through the following four lenses (i.e., Institutional Commitments). Developed so that loan officers, education leaders, and other education stakeholders can easily use as a conceptual framework for assessing a school's tangible commitment to educational equity.

Leadership Accountability
What individual, group, or practice is responsible for ensuring equitable outcomes in each of the 10 Equity Focus Areas?

Support Strategies
How are individuals, groups, or practices supported to ensure equitable outcomes in each of the 10 Equity Focus Areas?

Resources
What resources (e.g., dollars, staff time, trainings) are used to ensure equitable outcomes in each of the 10 Equity Focus Areas?

Data Collection
What data collected, disaggregated, and analyzed to ensure equitable outcomes in each of the 10 Equity Focus Areas?
The Team

Early in 2018, a coalition of three leading educational equity nonprofits (i.e., Discriminology, Village of Wisdom, and We are) and eight of the largest community development financial institutions (i.e., Self-Help, Capital Impact Partners, LISC, Reinvestment Fund, Low Income Investment Fund, BlueHub Capital, NFF, IFF) embarked on the difficult process of developing a new standard (i.e., REM) for evaluating a school’s institutional commitment to creating and sustaining equitable learning environments for all students.

Did you know?
The development team that created the REM:
• Has received over 10 social innovation awards
• Has 5 PhD’s on staff
• Is 100% minority ran

Village of Wisdom

Village of Wisdom (VOW) is a family organizing, advocacy, and research entity working to eliminate racial injustice in schools through the use of culturally responsive tools and assessments.

Discriminology

Discriminology is a technology company, that works with community organizations to build and refine scalable technologies that enhance the capacity of families in holding their local schools accountable.

we are

We are (working to extend anti-racist education) equips students, parents, and educators with the knowledge and skills necessary to understand the complexity of racism.
Original Investors

Some of the original investors of the REM represent a collaborative of some of the largest (e.g., collectively over $300M/year in funding to new and existing charter schools) and most progressive community development financial institutions (CDFIs) across the country.