Guidance Division

Equity Dictionary

Basic Skills: Basic academic and tutorial services designed to increase literacy levels, upgrade literacy, and improve listening and

Best Practices: Examples of how high performing schools, programs, or strategies are achieving success.

Career Awareness: Activities designed to assist students to understand the role of work, one's own uniqueness and basic knowledge about career clusters and of different occupations within those clusters.

Civil Rights Compliance: Nondiscrimination on the basis of race, color, national origin, gender, age, or disability.

Displaced Homemaker: An individual who has worked primarily without remuneration to care for a home and family and, for that reason, has diminished marketable skills, has been dependent on the income of another family member but is no longer supported by that income, is a parent whose youngest dependent child will become ineligible to receive assistance under Part A of the Social Security Act, or is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Educational Equity: Activities carried out in the *Career*Tech educational system to reduce gender bias, gender stereotyping, and gender discrimination.

EEO: See Equal Employment Opportunity.

EEOC: Equal Employment Opportunities Commission.

EES: Educational Equity Services.

EOE: See Equal Opportunity Employer.

Equal Opportunity Employer(EOE): An agency or institution that practices the belief that customer satisfaction is earned and quality is never compromised; and an employer-employee relationship based upon mutual respect, a committed work ethic, and recognition of each individual's importance and value.

Equal Employment Opportunity (EEO): Workplace rules, policies, practices, and behaviors that are fair and do not disadvantage people because they belong to particular groups. All workers are valued and respected and have opportunities to develop their potentials.

Mentor: An experienced person who provides guidance and support by being a role model, guide, tutor, coach, or confidante to the developing novice.

Nontraditional Training and Employment: Preparation for employment in an occupation or field of work in which individuals from one gender comprise less than 25 percent of those employed in that occupation or field of work.

OCR: Office of Civil Rights.

Single Parents: Individuals who are unmarried or legally separated from a spouse and have a minor child or children for which the parent has either custody or joint custody.

Single Pregnant Women: Individuals who are unmarried or legally separated from a spouse and are pregnant.

Special Populations: A populace comprised of individuals with disabilities, economically disadvantaged individuals (including foster children), individuals preparing for nontraditional employment, single parents (including single pregnant women), displaced homemakers, and individuals with limited English proficiency.

WEEAP: Women's Education Equity Act Program.