


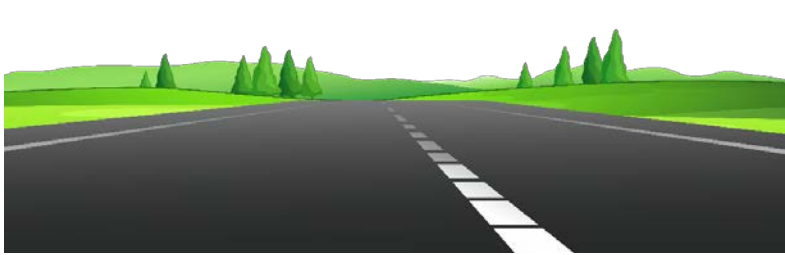



# FOUR EQUITY ROADS FOR DISTRICTS, SCHOOLS, & TEAMS

**DIRECTIONS** – Determine which Equity Road is best for your District, School, Team or Department. This work is developmental. Rooting equity work strategically occurs in the Early & Emerging Consciousness categories in order to move successfully toward the Pre-Grounded & Grounded Consciousness categories.

<b>EARLY EQUITY CONSCIOUSNESS – POSSIBLE STEPS</b> 	<b>EMERGING EQUITY CONSCIOUSNESS - POSSIBLE STEPS</b> 	<b>PRE-GROUNDED EQUITY CONSCIOUSNESS – POSSIBLE STEPS</b> 	<b>GROUNDED EQUITY CONSCIOUSNESS – POSSIBLE STEPS</b> 
<p>8) Provide professional development for leadership to ensure that they are onboard to carry out the charge.</p> <p>7) Identify the top three areas where equity must be embedded anchored by data, (i.e., think performance, policies/procedures, budgets, disaggregated groups, discipline, family &amp; student engagement, curriculum &amp; professional development).</p> <p>6) Look at Best Practices &amp; bullet out a draft mission statement in your leadership circle.</p> <p>5) Determine who is in your equity car? Who is not ready for the work? Who is ready?</p> <p>4) Gather data &amp; Identify gaps &amp; under-represented populations.</p> <p>3) Craft your personal equity leadership statement.</p> <p>2) Simply talk equity &amp; share vulnerabilities regarding DEI work.</p> <p>1) Acknowledge the need &amp; responsibility for DEI Work in your leadership circle.</p>	<p>8) Provide ongoing training &amp; framing for the Board.</p> <p>7) Conduct a “pre-roll out” workshop with equity leaders to define/refine/plan for the work.</p> <p>6) Identify individuals who can “host” equity work in strategic spaces.</p> <p>5) Provide an equity framework for the work to be done.</p> <p>4) Build out a priority visual of departments to begin embedding equity.</p> <p>3) Conduct listening tours across the district/school/community regarding disparities with educators, staff, students &amp; parents.</p> <p>2) Refine the equity mission statement reaching beyond leadership circle.</p> <p>1) #1-8 in the Early Equity Consciousness category is in process.</p>	<p>9) Plan for a roll-out of an all-district equity &amp; culturally responsive mandatory workshop series for the school year.</p> <p>8) Begin to explore equity performance goals across the district &amp; equity in classroom observations.</p> <p>7) Create YouTube &amp; Podcasts of students &amp; educators integrating equity in multiple forums, (i.e., poster sessions, videos, spoken word, art, music, etc.).</p> <p>6) Create positive equity images, social media posts &amp; other DEI visuals for the District/school.</p> <p>5) Build out a sample District &amp; school plan naming disparities &amp; under-supported population (aligned with state mandates).</p> <p>4) Create a district student/parent &amp; community advisory to authentically inform your work.</p> <p>3) Build the capacity of strategic equity partners across the district/school/board.</p> <p>2) #2-8 in the Emerging Equity Consciousness category is in process.</p> <p>1) #1-8 in the Early Equity Consciousness category is in process.</p>	<p>14) Keep it Moving.....(the work never ends)!</p> <p>13) Establish a Multi-cultural curriculum committee to scrutinize all curricula for inclusivity &amp; authenticity.</p> <p>12) Create an online DEI District Resource Bank &amp; anonymous suggestions or equity Ombud’s space.</p> <p>11) Consider a DEI specific job and/or team to embed the work broadly &amp; deeply.</p> <p>10) Monitor district &amp; school plans for disparity alignment.</p> <p>9) Embed program specific/job specific/department specific DEI training ongoing &amp; when onboarding.</p> <p>8) Review the existing budget for equity in terms of marginalized populations.</p> <p>7) Continually build the capacity of the board as your equity partners &amp; allies.</p> <p>6) Begin to build out expected equity trajectories in all departments and in all schools seeking input from all departments via a survey or other inquiry.</p> <p>5) Enlist external equity experts to evaluate your planning &amp; trajectory.</p> <p>4) Build capacity across the district within budgets, curricular choices, recruitment &amp; retention, HR, Data teams, Instructional leaders, educators, students &amp; parents via language, training, expectations, etc.</p> <p>3)#3-8 in the Pre-grounded Equity Consciousness category is in process.</p> <p>2) #2-8 in the Emerging Equity Consciousness category is in process.</p> <p>1) #1-8 in the Early Equity Consciousness category is in process.</p>
 <p><b>Driven by Disparity Data, Diverse Voices &amp; Community Context</b></p>			

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