

MAKING EQUITY WORK ACCESSIBLE

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THE AGENDA



Welcomes and Introductions



Creating Entry Points



Calling Others In



Next Steps



Children have never been very good
at listening to their elders, but they
have never failed to imitate them.

James Baldwin

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THE NORTH STAR

“We are introducing relevant new books to make class more interesting **for students.**”

“We are using e-learning platforms to create more course offerings **for students.**”

“We are adding faith days to our calendar to make more inclusive schools **for students.**”



NAMING EQUITY WORK

We are improving **text selection** to include more relevant, engaging and meaningful learning material for students.

We are working with equity education **community partners** to create for inclusive schools for students.

We are creating **guidelines** to more effectively address hate-based incidents for students.

We are using **student-centered data** to plan meaningful and actionable next steps for students



STUDENT-CENTERED DATA

Use student-centered data to normalize inclusive practices.

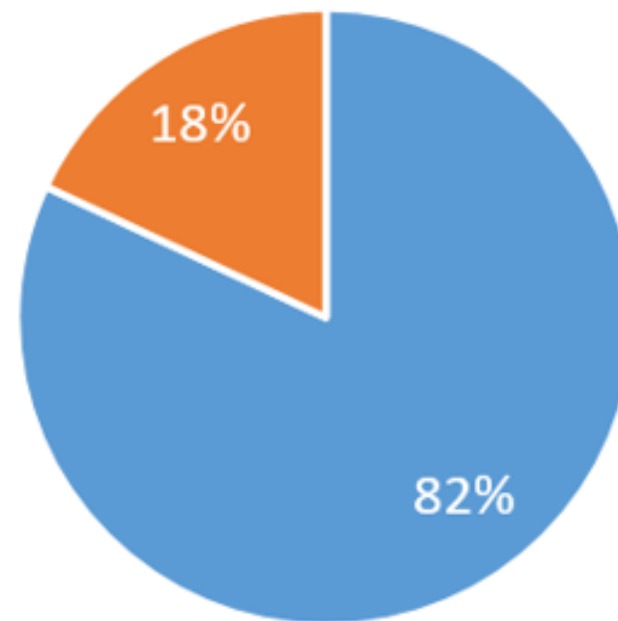
- What do students say that they need?
- What questions do you need to ask?
- What will you learning that you can change?
- How will you measure your impact?
- What stories will you tell or not tell?



STUDENT-CENTERED DATA

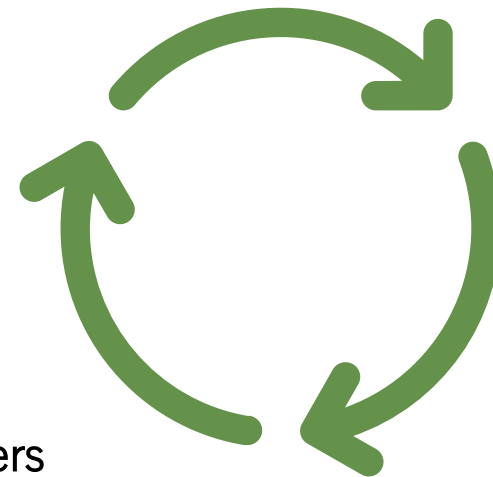
You need just enough actionable data.

- Do you feel like you belong at school?
- Do you feel like you have choices at school?
- Do you feel like you do interesting things at school?
- Do you feel like you have a caring adult that you can go to when you need help at school?



NORMALIZING INCLUSION

- Taking responsibility for calling others in
- Developing strategic plans that align inclusion and effectiveness
- Regularly anchoring work in policy and procedures
- Strategically adding days to the organizational calendar
- Sharing safe space signage for departments across organization
- Expanding understanding of inclusion with equity education partners
- Collecting and using child-centered data



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CALLING OTHERS IN...

- How does inclusion make your organization more **effective**?
- How has inclusion been included in your strategic **plans**?
- How can data be used to identify opportunities for **improvement**?
- How can stories be used to support organizational **goals**?
- How do you create spaces that center the needs of **children**?
- How do you create entry points so that everyone is **included**?

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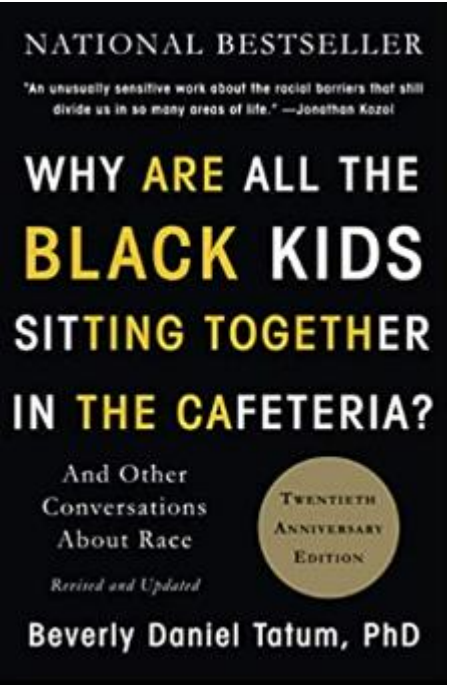
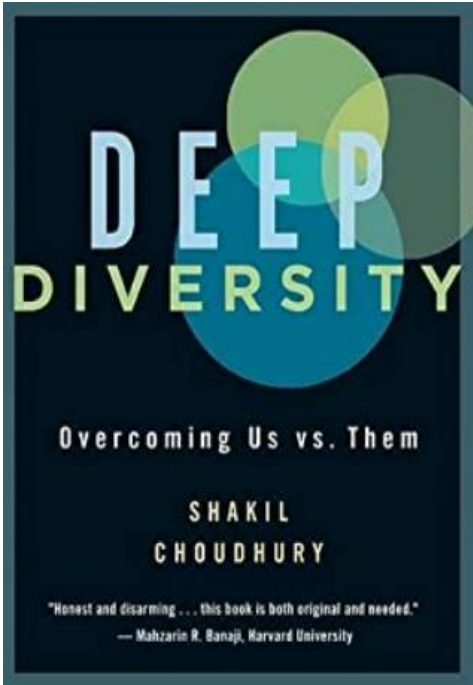
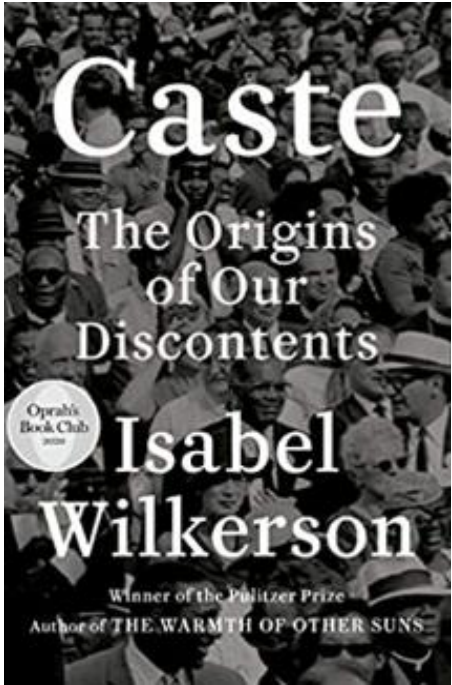
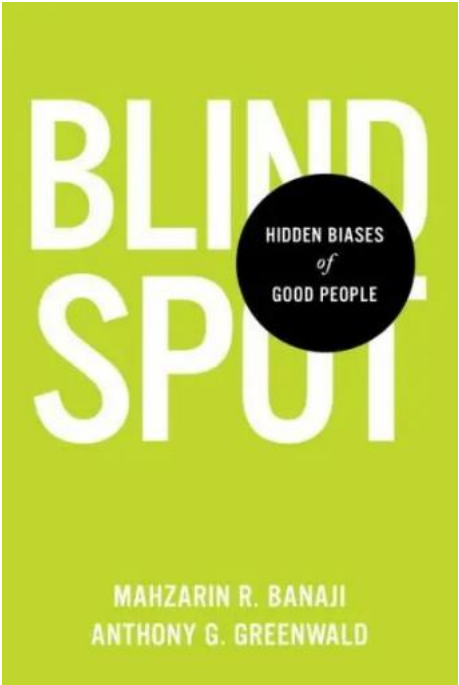


Calling Others In

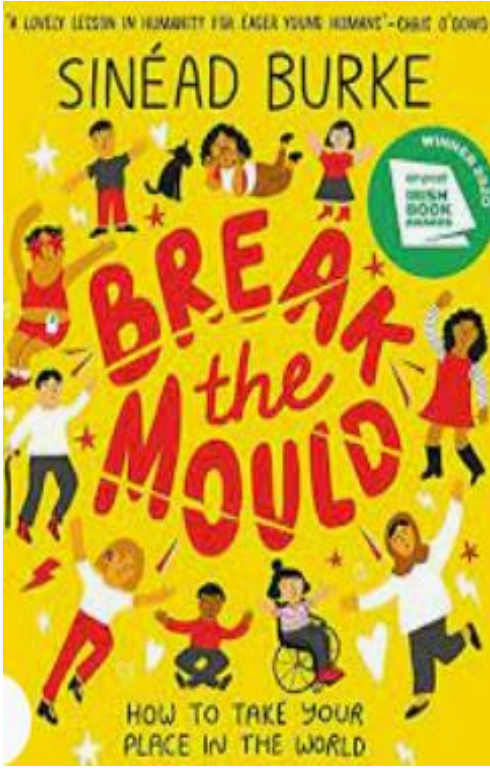
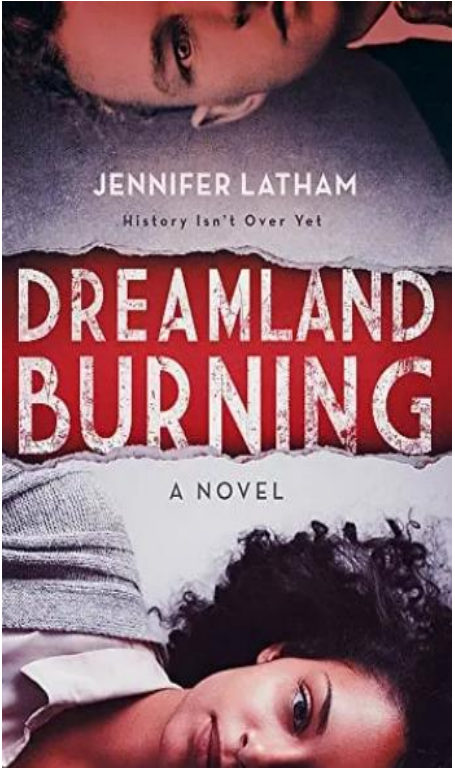
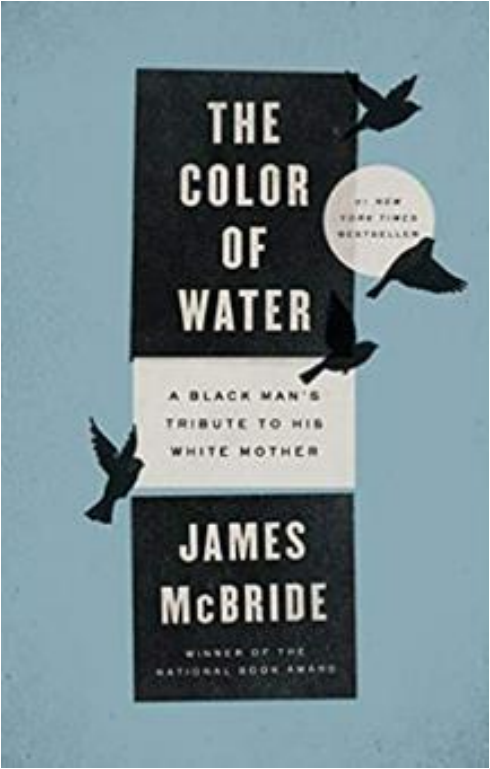


Next Steps

PEELING BACK OUR PRIVILEGE



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What questions do you need to ask the children that you serve?

What will they tell you that you can make better right away?

Who can you work to positively impact a child right away?

What will the child see so that they know that you care?

Who can you call into making your organization better for children?