Racial Equity Plan

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| District/School: |  |
| Superintendent/Principal: |  |

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| Reflection on Current Practice |
| Topic | Notes |
| **Identify:** What racial inequity exists on your campus? |  |
| **Provide Data:**How do you know this racial inequity exits? What data do you have to support that the inequity exits? |  |
| **Determine Outcome:**If this inequity is eliminated what do you hope to accomplish?  |  |
| **Identify Barriers:**What polices, practices, structures or beliefs have contributed to this inequity? |  |

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| Research |
| Topic | Notes |
| **Best Practices:**What is evidence-based policies, practices or systemic structures have been used to address this inequality? |  |
| **Historical Perspective:**What has been done previously to address this racial inequity? What was the result, positive or negative? |  |

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| Plan for Change |
| Topic | Notes |
| **Determine Strategies:**What solutions do you and your team what to implement to eliminate the inequality? |  |
| **Specific Actions:**What specific action will take place to implement desired strategy? | Action Step | Timeline | Person Responsible |
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| **Accountability:**What measures will you take to progress monitor the implementation? How will you evaluate implementation?  | Progress Monitoring | Evaluation |
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| **Sustainability:**How will you ensure the solution becomes an embedded practice? |  |

Key Terms:

Race: a group of people sharing the same culture, history, language, etc.; an ethnic group

Racial Inequity: a disparity in opportunity and treatment that occurs as a result of someone's race

Best Practices: a proven way of doing something that is better than all others and is used as the approved process

Sustainability: the ability to maintain implementation of a desired strategies and achieve the goal