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