



## **Equity in Action: Building a District Equity Team**

This resource stems from a 2020/21 Regional Educational Laboratory (REL) West project, *Equity in Action*, in which five California district equity teams engaged in an equity-focused process—learning, reflecting, collecting data, analyzing data, and planning—to address racial inequities in the district. While engaging in the eight-month project, the district equity teams developed capacity to apply new skills and knowledge toward changing inequitable district policies and practices.

**Purpose:** The goal of the activity is to form a diverse team of stakeholders to engage in equity change initiatives.

**Intended Audience:** This activity is designed for those site and district leaders tasked with leading equity-focused initiatives.

**Description:** This resource includes a worksheet with guiding questions for forming a district equity team with members representing different identities, roles, knowledge, and skills. This material was developed for REL West’s Equity in Action coaching project for five districts, each engaged in addressing a racial inequity in their district.

# BUILDING A DISTRICT EQUITY TEAM<sup>1</sup>

Use this form to think about who should be on your district equity team.<sup>2</sup> Consider your focus area and the skills and knowledge you would need on your team to realize your equity goal in this area. List additional roles in the top row. List the people who could fill one or more of the roles in the left column.

The following questions can help guide decisions on how to identify who will comprise the equity leadership team:<sup>3</sup>

- Do they represent the school community in terms of race, ethnicity, language, religion, and other identities?
- Do they represent the school community across departments and groups?
- Are they interested in and curious about working on issues of equity?
- Are they willing to commit to this long-term, challenging work?
- Are they ready to learn as well as act?
- Are they available, and do they have the time and energy for the work?

Team Members by Role	Student	Family Representative	Cabinet-Level Representative	Site Administrator	Equity Director	Behavioral Health Personnel	Home/Community Representative	Others?			

<sup>1</sup> Resource provided during presentation: Browder, E., & Van Houten, L. (2021, June). *Equity in action: Targeted improvement efforts toward racial equity in five school districts* (presentation materials). Arizona Leading Change Conference.

<sup>2</sup> This activity is adapted from: Van Houten, L., Miyasaka, J., Agullard, K., & Zimmerman, J. (2006). *Developing an effective school plan: An activity-based guide to understanding your school and improving student outcomes*. San Francisco: WestEd.

<sup>3</sup> Questions adapted from: California Equity Performance and Improvement Program. (2020). *Ways 2 equity playbook*. Santa Clara, CA: Santa Clara County Office of Education. Retrieved from <https://drive.google.com/file/d/1aQXFvbWQh9nk4sJcTfEbP-QZmJGJ5QZm/view>