

WHERE ARE **YOU** ON YOUR EQUITY JOURNEY?



PHASE I | EXPLORE

- We have not begun any diversity, equity, and inclusion work. **You can help us understand the options available to us and where we should start.**
- We have started or have talked about starting, but what we have done has been limited to an isolated training or a brainstorming session. **You can help us determine if we have made the right first moves or decide on the most meaningful next step.**
- We are not sure that we are ready for a long-term commitment to equity work, but we would like to learn more about the work of diversity, equity, and inclusion. **You can help us understand how this work can help us achieve our organizational goals.**

PHASE II | START

- We have identified diversity, equity, and inclusion gaps and we know that it is time for us to address them. **You can help us develop a clear equity vision and strategy for our school or organization.**
- We have offered diversity training or professional development and we understand the foundational concepts. **You can help us with a more comprehensive professional development plan to support our existing goals.**
- We have a DEI committee and we have taken some steps toward addressing our equity gaps, but do not have a comprehensive plan or effective strategy. **You can help us refine our plan and chart a clear path forward.**

PHASE III | DEEPEN

- We have a clear, cohesive, and actionable equity plan that we have implemented with fidelity for at least one full year. We realize that we can accelerate or deepen our work. **You can help us uncover additional opportunities for impact.**
- We have a team that regularly is committed to our equity work. We review data and develop aligned action plans. We want to expand our focus and approach. **You can help us refine our strategy and maximize our resources.**
- We have done a lot of training and professional development, but our work does not include regular progress monitoring and concrete, research-based action steps for all stakeholders. **You can help us align our learning with our work.**

PHASE IV | SUSTAIN

- We have been actively implementing a meaningful diversity, equity, and inclusion strategy for at least two years. **You can help us measure impact, ignite new team members, and align resources for the next iteration of our strategy.**
- We had promising outcomes as a result of our initial equity work, but the work has stagnated or we have identified new challenges. **You can help us re-center and refocus to accelerate our work.**
- We have engaged in transformational diversity, equity, and inclusion work and need to engage in critical evaluation, assessment, and organizational change to actualize a long-term equity plan. **You can help us identify and leverage strengths and opportunities to and identify barriers and challenges to ensure maximum impact.**