

## Equity Toolkit Part 2: Five Steps Towards Equity-Focused Governance

Organizations across sectors are focusing on diversity, inclusiveness and equity. What that means and how it plays out is as diverse as the organizations themselves. It is important that whatever an organization or team decides to take on it aligns with the mission of the organization, its values and strategic direction.

### Identify Your “Why”

Organizations like people are unique. Each has a distinct origin, mission, vision as well as different assets and challenges. Understanding WHY your organization should take on deepening DEI is critical.

1. Why does deepening our focus and expertise/competence on DEI make sense for us?
2. Why is now the right time to focus on DEI in governance?
3. How do our mission and values align with DEI-focused governance?
4. What’s happening related to DEI in our organization? Region? Nationally?
5. What can/will sustain the WHY?

### Build Awareness: Know What’s Happening

After identifying the WHY, Boards should partner with staff to understand where the school currently is in its DEI work

1. What vision, goals, effort/initiatives have been identified or undertaken at your school?
2. What has been the outcomes of DEI efforts?
3. What do our stakeholders believe? Need? Want?
4. What does research suggest?

## Conduct Analysis: Evaluate What's Happening

After knowing what's happening, Boards should examine what they have discovered and understanding root causes, implications and identify multiple paths forward.

1. What do we/others think about what's going on?
2. How do we/others interpret what's going on?
3. Where do you/others think you should be?
4. What patterns do you see?
5. What strengths and gaps exist?
6. What are the highest priorities for the board? Others? Are there conflicts?
7. Consider drafting a summary of findings, analysis and conclusions

## Take Action: Identify Priorities & Develop a Plan

After deep, inclusive analysis, Boards should take action by identifying priorities and implementing a plan of action. Additionally, communicate the vision, the plan expectations and opportunities for stakeholders to provide feedback and obtain status updates regularly.

1. Engage multiple stakeholders to craft a DEI vision.
2. Given the vision-where you want to be, what are your priorities?
3. What potential courses of action exist to achieve your vision?
4. Develop and implement your plan to eliminate inequity in your school/board. .
  - a. The plan should include metrics, indicators and deadlinesEngage diverse stakeholders in audit of programs/services, quality of faculty/staff
  - b. Share progress with stakeholders and standardize opportunities to gather stakeholder feedback regularly

## Build Accountability: Standardize & Internalize New Structures & Practices

In this phase, the focus is on execution of the plan, tracking progress and institutionalizing a commitment to DEI.

1. What structures, practices, policies, procedures/processes can be put into place to sustain your commitment to DEI, decrease/eliminate inequity.
2. Plan and fund ongoing learning and development in DEI skills and competencies throughout the board and org.
3. Engage diverse stakeholders in analysis of plan.strategies and impact.

4. Share progress with stakeholders and standardize opportunities to gather stakeholder feedback regularly

### Determine Impact: Measure Impact Against Intentions

Audit the impact your plan has had on culture and performance across stakeholder and subgroups.

1. What impact from our actions/decisions? Was this our intention?
2. What was the impact and experience for various stakeholders?
3. Did our plan create unintended impacts (+/-) for any stakeholder(s)?
4. What did we learn?
5. What will we do differently?