

## Mapping Existing Equity Efforts Worksheet

### Strategies & Structures to Implement Culturally Responsive & Sustaining Equitable Practices

Many districts have robust strategies and structures in place to support the ongoing needs of their focal student groups and school community in equitable and culturally sustaining ways. ODE has developed this tool to help provide districts with a starting point for evaluating the equity work already in progress or underway, and with consideration for next steps. This list of best practices may also identify or highlight strategies and structures that need time, attention, and resources that the District Equity Committee can prioritize to best provide support to the School Board.

- ▶ District has a core planning team, possibly adapted from pre-existing equity work groups, with involvement from students, staff, and community members.

Evidence:	
Next Steps:	

- ▶ District has an Equity Lens and tools in place.

Evidence:	
Next Steps:	

- ▶ District has identified tangible goals for achieving progress towards the implementation of equitable and culturally sustaining practices that includes community input and analysis of diverse data sources,

including disaggregated data when appropriate. Progress is identified in short-term (6-12 months), medium-term (1-3 years), and long-term goals (3-5 years) in actionable steps.

Evidence:	
Next Steps:	

- ▶ District has developed best practices for engaging conversations surrounding equity, including:
  - An agreed-upon system of leading, facilitating, and generating an agenda
  - A collaboratively established set of working agreements that is regularly revisited
  - Effective strategies for decision-making ([ODE example](#))
  - Effective strategies and practices for navigating conflict

Evidence:	
Next Steps:	

- ▶ District provides staff with regular training in Diversity, Equity, and Inclusion in alignment with Equity Lens.

Evidence:	
Next Steps:	

► District maintains an accountability process to ensure the core planning team is upholding and following through on Equity Lens, goals, and inputs from the community, with particular attention to student focal groups.

Evidence :	
Next Steps:	

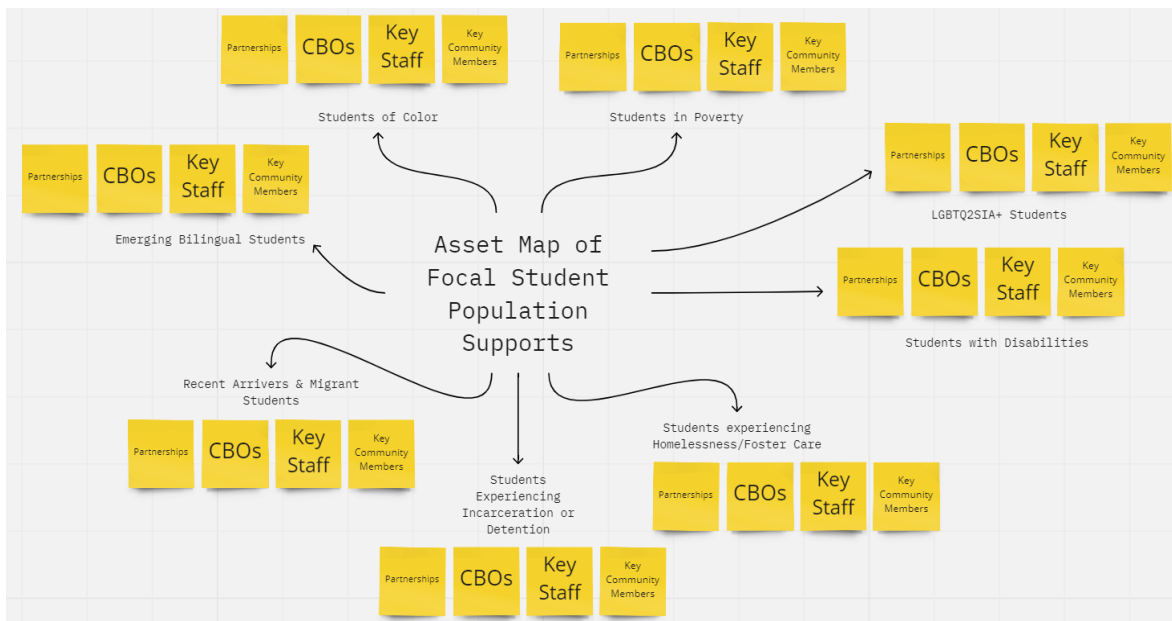
► District practices & continuously strengthens reciprocity in relationship with the community by honoring community member time and input. This is evidenced by regular reports back communicating action steps towards shared goals.

Evidence :	
Next Steps:	

► District has performed an Asset Map of focal groups and supports, such as key staff, affinity groups, tribal partners, local leaders working in Equity, Diversity, and Inclusion, & Community Based Organizations. See Asset Map example below for further support.

Evidence :	
Next Steps:	

## Example of School & Community Partners Asset Map:



The Asset Mapping process documents existing community connections and resources, such as key staff, affinity groups, key community members, local leaders working in Equity, Diversity, and Inclusion, and Community-Based Organizations. It may be helpful to create this map with the support of your Educational Service District team.