

## **X to Y by When School Board Equity Plan**

WIG: Wildly Important Goal

Create a firm foundation of equity knowledge within the board through professional learning and conversation. Demonstrate to our community this is who we are as a Regardless School.

X to Y by When

X-Current State: (Describe your current state around your goal 3-4)

1. No intentional board time around equity other than our committee
2. No visible time
3. Lack of knowledge base

Y-Desired State: (Describe your desired outcomes around your goal 3-4)

1. Firm board member foundation of knowledge in equity
2. Public and visible focus around equity aligned to our mission
3. Intentional time and resource spent monthly on equity by the board

When?

September 1-June 1

Strategies:

Monthly curated professional learning around equity provided to the board through TED Talks, podcasts, and articles

Engaging resources will be used

Intentional monthly board discussion items around equity and the professional learning

Annual workshop times with guest speakers and trainers

Regular cadence of presentations specifically on equity strategic goals

Broad Themes-Do this at the 2nd meeting

August: Socialization-Mike  
September: White Privilege-Mike/Pat  
October: Race-Mike  
November: Ableism-Scott  
January: Special Education-Pat  
February: ELL-Mike (Cathy, Susie, Anick?)  
March: LGBTQ-Pat  
April: Poverty/SES-Pat  
May: Sexism-Pat  
June: Workshop-American Dream Game?  
July: Evaluate and Plan Next Steps

American Dream Game in workshop?