

### Introduction:

The Office of Equity is currently a team of 3.5 employees that work to support the District with achieving educational equity: each child receives what they need to develop to their full academic and social potential (adapted from the National Equity Project). Each day the Equity Team engages in local, state, and national events to assist the District in making equity-focused decisions, identifies and customizes tools for AISD staff to use for equity-focused decision-making. Below are a few high impact and relationship-building strategies to support districtwide approaches to assessing, changing and implementing equity-focused and inclusive communication, planning, processes and decision-making. \*Denotes specific COVID-19 related events.

Framework (Equity Practices)	March 2020	April 2020	May 2020
1. <b>Develop leadership for equity and inclusion</b>	<ul style="list-style-type: none"> <li>*Special education department dialogue debrief and recommendations (x4)</li> <li>*Identified candidates for <a href="#">Equity Director &amp; Equity Campus Coordinator</a></li> <li>*Facilitate installments of equity professional learning with SROs; Communities in Schools (CIS)</li> <li>*Consulted with senior leaders to support plans to distribute meals, technology and packets to underserved students</li> <li>*Consulted with Human Capital about the need for additional compensation for essential workers</li> </ul>	<ul style="list-style-type: none"> <li>*<a href="#">Courageous Conversations</a> planning meeting with Glenn Singleton &amp; team</li> <li>*Facilitate installments of equity professional learning with: Dept. of Operations/Facilities to support equity in planning and communication</li> <li>*Organized and reviewed equity leadership development concepts with Human Capital administrators to support learning experiences for administrators</li> </ul>	<ul style="list-style-type: none"> <li>*Presented equity framework to district leaders-superintendent's cabinet for review and feedback</li> <li>*Facilitate installments of equity professional learning to support inclusive and equitable communication with: School Leadership, Family, and Community Education; Dept. of Research &amp; Evaluation (DRE); District Advisory Council (DAC); CIS; Child Study Systems Team; Department of Multilingual Education</li> <li>*Serve on an AISD Reopening Committee &amp; provided feedback to Reopening Meeting Facilitators</li> </ul>
2. <b>Practice transparent &amp; effective communication with all stakeholders</b>	<ul style="list-style-type: none"> <li>*Consulted with Academics and recorded video to provide families with information about the initial <a href="#">#AISDATHOME</a> activities after spring break.</li> <li>*Served on panels organized by BRAVE communities, HABLA and MASBA to discuss AISD's COVID-19 response</li> <li>*Attended Austin Voices "Stand Up for Schools" Luncheon</li> <li>*Daily community calls with grassroots organizations to learn how AISD can assist and learn the communities' needs</li> </ul>	<ul style="list-style-type: none"> <li>*Daily community call with grassroots organizations to learn how AISD can assist and what the communities' needs are: Community Resiliency Trust Education subcommittee; Keep Families Giving for Feeding Central Texas Meal Strategies &amp; AISD food distribution; Community Needs Assessment</li> <li>*Facilitate equity community conversations with: GAVA; City of Austin; Office of Equity &amp; AISD Community Engagement Department Collaboration; Attended COVID-19 Travis County Community Webinar; NACER Community Conversations - COVID-19 Response; Texas Family Leadership Council (TXFLC)</li> </ul>	<ul style="list-style-type: none"> <li>*Daily community call with grassroots organizations to learn how AISD can assist and what the communities' needs are: ACPTA; Technology Design Team (TDT); AISD Family Support Conference Calls</li> </ul>
3. <b>Collect, analyze &amp; use disaggregated data</b>	<ul style="list-style-type: none"> <li>*Special education department dialogue debrief and recommendations (x4)</li> <li>*Facilitation of Magnet Schools Admissions Criteria with district leaders and magnet school principals</li> </ul>	<ul style="list-style-type: none"> <li>*Transcription of community &amp; staff dialogues and identifying patterns to inform the Austin ISD Equity Framework and inaugural equity plan</li> <li>*Coded data from focus groups and professional learning</li> </ul>	<ul style="list-style-type: none"> <li>*Reviewed <a href="#">Let's Talk</a> data with Human Capital's Customer Service team to identify any patterns of equity concerns</li> <li>*Review Community Needs Assessment Data collected during community &amp; staff dialogues</li> </ul>
4. <b>Develop non-discriminatory policies, practices</b>	<ul style="list-style-type: none"> <li>*Facilitation of Magnet Schools Admissions Criteria with district leaders and magnet school principals</li> </ul>	<ul style="list-style-type: none"> <li>*Finalized the equity policy worksheet to support the Board of Trustees initiate policy development and decision-making for equity</li> </ul>	<ul style="list-style-type: none"> <li>*Presented Austin ISD Equity Framework to district leaders for review and feedback</li> </ul>
5. <b>Engage students &amp; families</b>	<ul style="list-style-type: none"> <li>*Student engagement strategy planning with the Communications department</li> <li>*Conducted focus group with VELA</li> </ul>	<ul style="list-style-type: none"> <li>*Respond to phone calls and emails from parents to get their children, our students, access to technology</li> <li>*Support for LGBTQ students &amp; staff with SEL Dept.</li> <li>*Staff support for students with Academics &amp; Tech</li> </ul>	<ul style="list-style-type: none"> <li>*Hosted <a href="#">#AISDATHOME</a> Student Town Hall Virtual Conversation-open to AISD Staff</li> </ul>

Framework (Equity Practices)	March 2020	April 2020	May 2020
<b>6. Engage all communities, particularly underserved communities</b>	<ul style="list-style-type: none"> <li>*Publication of the first <a href="#">Equity Issues Brief</a> on Asian American and Pacific Islander supports and resources</li> <li>*Community Action &amp; LGBT to review district policies and practices</li> </ul>	<ul style="list-style-type: none"> <li>*Conducted focus group sessions with GAVA and Communities in Schools</li> </ul>	<ul style="list-style-type: none"> <li>*Facilitated equity professional learning conversation with the East Austin Coalition for Quality Education</li> <li>*Facilitated equity professional learning conversation with the African American/Black Stakeholders-AISD Education Equity (Urban League)</li> </ul>
<b>7. Apply research &amp; evidence-based practices</b>	<ul style="list-style-type: none"> <li>*Special education department dialogue debrief and recommendations (x4)</li> <li>*Classroom culture design workshop for the Blended Online Learning Summit</li> <li>*What LGBTQ students need while learning from home workshop for Blended Online Learning Summit</li> <li>*Meet with National Equity Leaders Network weekly</li> </ul>	<ul style="list-style-type: none"> <li>*Attended Haymarket Equity during COVID-19 Webinar</li> <li>*Attended Listening for Equity: Resisting White Supremacy in Virtual Spaces Webinar</li> <li>*Publication of <a href="#">Equity-Based Decision Making Tool #1</a></li> <li>*Meet with National Equity Leaders Network weekly</li> </ul>	<ul style="list-style-type: none"> <li>*Consulting with members of the reopening subcommittees</li> <li>*Presented Office of Equity update for selected board members to promote the development of policy-development for equity</li> <li>*Meet with National Equity Leaders Network weekly</li> </ul>
<b>8. Engage in &amp; support cultural proficiency &amp; inclusiveness</b>	<ul style="list-style-type: none"> <li>*Established collaborative partnership with CP&amp;I team to address equity, cultural proficiency &amp; inclusiveness district-wide</li> </ul>	<ul style="list-style-type: none"> <li>*Co-facilitate AISD employee self-care circles during COVID-19 with CP&amp;I</li> <li>*Race Equity Council Meeting to grow number of AISD staff to engage their work through an equity lens</li> </ul>	<ul style="list-style-type: none"> <li>*Served on the AISD police promotion panel to support the identification of candidates with a CP&amp;I focus</li> </ul>
<b>9. Support &amp; engage in ongoing culturally relevant teaching</b>	<ul style="list-style-type: none"> <li>*Attend BRIDGE meetings with the Professional Learning team to provide an equity lens to the development of plans to support capacity-building for equity</li> </ul>	<ul style="list-style-type: none"> <li>*Attend BRIDGE meetings with the Professional Learning team to provide an equity lens to the development of plans to support capacity-building for equity</li> </ul>	<ul style="list-style-type: none"> <li>*Attend BRIDGE meetings with the Professional Learning team to provide an equity lens to the development of plans to support capacity-building for equity</li> </ul>
<b>10. Develop &amp; implement equity-focused plans, evaluation &amp; budgets</b>	<ul style="list-style-type: none"> <li>*Reviewed and revised project initiative form</li> <li>*Drafted second version of the inaugural equity plan</li> <li>*Met with Studer Group to discuss integration of equity framework and the Board of Trustees' four priorities</li> </ul>	<ul style="list-style-type: none"> <li>*Equity planning meeting with Dr. Mary Thomas to develop the TEA mandated equity plans for Title I schools</li> <li>*Developed <a href="#">Equity in Human Resources Toolkit</a> &amp; shared with Human Capital leader-revised and reviewed</li> </ul>	<ul style="list-style-type: none"> <li>*Developed and shared draft of Equity-Focused Budgeting Making Decisions with CFO &amp; team</li> <li>*Reviewed current draft of equity plan</li> </ul>

### Future Events:

- June 30, 2020 Equity Summit hosted by the Austin ISD Office of Equity via Zoom
- Continued equity based contributions to AISD Reopening Plan
- Social Emotional Learning (SEL) Conference Keynote Speaker
- Refinement of Equity-Based Budget Decision Making Toolkit with the Finance and Operations Department during monthly meetings