

7 Steps Pathway to Equity

The 7 Steps Pathway to Equity is a systematic process to practice and pursue equity. The 7 Steps serves as decision-making framework to guide programs, practices and operations through an equity lens. Leaders should use this framework to facilitate organizational change, managing large projects, daily operations and/or daily decisions.

STEP ONE: DEFINE THE ISSUE

- What are the initial observations about this issue?
- Who is being impacted/served? (students, staff, families, community)
- How are the historically marginalized populations doing in this issue/decision?
- What will be the result of this area not changing?

STEP TWO: IDENTIFY BARRIERS

- What are the barriers impacting historically marginalized groups?
- What areas of our system/practice reinforce barriers (intentionally/unintentionally)?
- Where are the barriers in terms of “mirror?” (How are WE in the way)
Biases, staff makeup/diversity, historical decisions
- Where are the barriers in terms of “window?” (What is happening outside of school/district) What are the risks of inequities persisting in this area?

STEP THREE: IDENTIFY OUTCOMES

- What are the desired outcomes?
- What are the short-term outcomes for the historically marginalized groups?
- What are the long-term outcomes for the historically marginalized groups?

STEP FOUR: RESEARCH, ASSESS, ANALYZE DATA

- What existing data is available for this issue? (ensure data is disaggregated)
- What data is needed?
- What methods of data collection can be used (i.e., surveys, focus groups)?

STEP FIVE: IDENTIFY STRATEGIES

- List and identify strategies to overcome barriers.
- Identify targeted strategies to ensure Black and Brown populations are centered in the decision making and desired outcomes.
- How are diverse stakeholders incorporated in selecting the strategy? (students, families, community members, staff)

STEP SIX: RESOURCE ALLOCATION

- What resources are presently available to advance execute strategy?
- What resources are needed to implement your strategies to remove barriers to pursue equity and inclusion?
- Identify partnerships with CBOs (community-based organizations) to support your strategy.

STEP SEVEN: IMPLEMENTATION, EVALUATION AND ACCOUNTABILITY

- Using your strategies and resource develop a plan of action with tasks and timelines.
- How will you evaluate progress/success?
- Develop a timeline for evaluation, assessment, and reflection.
- What stakeholders are part of your accountability plan (students, families,community members)?
- What role does consistent and thorough communication play in your pathway to educational equity?
- What is the communication plan to tell this story internally?
- What is the communication plan to tell this story externally?