



Diversity, Equity, and Inclusion Work Plan 2022-2023



Equity Definition: Equity is ensuring that each student and staff member has access to resources in order for staff to support students to reach their dreams and goals and achieve success.

Strategic Plan

INSPIRE

ACHIEVE

THRIVE

Pillar I

Professional Development

Comprehensive Training Plan:

- Bill de la Cruz Modules
- Train the Trainer

Model for Building Equity Cohorts:

- Equity Champions
- Equity Teams
 - Roll out Equity Team Guide

Culturally Responsive Training for All

- Certificated
- Classified
- Students

DEI Summer Institute

Pillar II

Community & Family Engagement

Natural Leader Program

PTSA Council Partnership

Family Engagement Events

- Department Collaborative Partnerships
- WABS Parent Orientation
- Multi-Cultural Night

Pillar III

Recruitment & Retention

Culturally Responsive Leadership

- Hiring Practices
- Onboarding

Communities of Color Reception

Staff Affinity Groups

- Develop Leadership Network

LGBTQIA+ Staff & Student Support

- PRIDE Day

Diversifying Alternative Pathways

Higher Education Pathways

Pillar IV

Student Achievement & Advocacy

Sense of Belonging

- Various resources
- Cultural & Religious Observances

Student Leadership & Engagement

Community Partnerships

- EVCC – Students of Color Conference
- NAACP – Kutz4Kidz
- Snohomish County Black Heritage Committee - MLK

Empowered to Lead Conference

My Achievers' Program (MAP)