



# 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)