

Diversity, Equity, and Inclusion Department



Below is a continuum of Equity Stages. It is fluid. Any column could meet your staff needs depending on your current climate and context. Resources are linked to each stage, please browse all categories to see what meets your building or team needs and choose the appropriate materials to support your school's work.

Awareness		Action		Sustainability	
Awareness Level Resources (knowledge)		Action Level Resources (process of doing something to achieve an aim)		Bridging Action to Sustainability Resources (meeting the needs of the present without comprising the ability of future generations to meet their own needs)	
<ul style="list-style-type: none"> Consciousness Realization Acknowledgement Appreciation Recognition 		<ul style="list-style-type: none"> Making progress Developing Proceeding Progressing Advancing 		<ul style="list-style-type: none"> Independent Maintains diverse functions Support other schools/departments Model for other schools/departments School Improvement Plan/Department Action Plan 	
Instructional	Operational	Instructional	Operational	Instructional	Operational
<p>Videos:</p> <p>Danger of a Single Story (TedTalk about the dangers of a single story about another person or country, we risk a critical misunderstanding)</p> <p>Blind Spots (Video focusing on how we unconsciously create blind spots about each other)</p>	<p>Videos:</p> <p>Danger of a Single Story (TedTalk about the dangers of a single story about another person or country, we risk a critical misunderstanding)</p> <p>Blind Spots (Video focusing on how we unconsciously create blind spots about each other)</p>	<p>Videos:</p> <p>I Sued the School District</p> <p>12 Things Equity-Focused Teachers Should Be Saying to Students This School Year</p> <p>Dr. Markeda Newell's Training</p> <ul style="list-style-type: none"> Culturally Responsive Problem-Solving Part 1 	<p>Videos:</p> <p>Using TedTalks to Build Equity in the Workplace (Resource with recommended videos and supporting activities or discussion prompts)</p>	<p>Videos:</p> <p>Bright Morning Podcast by Elena Aguilar (This podcast explores ways we can cultivate courage, actively listen, and communicate with others)</p>	<p>Videos:</p> <p>Bright Morning Podcast by Elena Aguilar (This podcast explores ways we can cultivate courage, actively listen, and communicate with others)</p>

<p>Cultural Humility TedTalk (Video to challenge personal biases and collectively learn to truly embrace appreciate and live communally with those who are different)</p> <p>This is Equity (California Education Association define equity in this powerful video)</p> <p>What I Wish I Knew</p>	<p>Cultural Humility TedTalk (Video to challenge personal biases and collectively learn to truly embrace appreciate and live communally with those who are different)</p> <p>Get Comfortable Being Uncomfortable</p> <p>How Often Do You Challenge Your Own Biases?</p>	<ul style="list-style-type: none"> • Culturally Responsive Problem-Solving Part 2 <p>Restorative Practices Overview</p> <ul style="list-style-type: none"> • Student Voices – Restorative Circles 			
<p>Articles: Culturally Responsive Teaching: A Reflection Guide (This resource offers a set of reflection questions that make self-appraisal, goal setting, and critical conversations across the eight culturally responsive teaching competencies more concrete)</p> <p>Let's Talk: Facilitating Critical Conversations with Students (Teaching Tolerance Guide to prepare educators for difficult conversations)</p> <p>Equity Self-Reflection (Equity centered statements for self-reflection)</p>	<p>Articles: Understanding Cultural Diversity in Customer Service</p> <p>Are Your DEI Efforts Helping Employees Feel Like They Belong?</p> <p>Test Yourself for Hidden Biases (Hidden Bias Test created by Psychologists at Harvard, the University of Virginia and the University of Washington created to measure unconscious bias)</p> <p>Anti-Racist Starter Kit List by Parade (40 recommended resources in formats including TV series, documentaries, movies, TED Talks, and books)</p>	<p>Articles: Speak Up! At School (Teaching guide to help develop the skills needed to speak up for oneself and for those who want to inspire others)</p> <ul style="list-style-type: none"> • Speak Up Videos <p>Ten Commitments for Equity-Literate Educators (Article and follow up activity: read and create your own school commitments)</p> <p>Resources for Teaching About Race and Racism with The New York Times - The New York Times (nytimes.com) (Lead article followed by a large bank of resources on the topics of identity, prejudice, inequity, racism, history/legacy, current events, and take action)</p>	<p>Articles: Workplace Development Toolkit by Washington State Department of Transportation</p> <p>Speak Up! At School (Teaching guide to help develop the skills needed to speak up for oneself and for those who want to inspire others)</p> <ul style="list-style-type: none"> • Speak Up Videos 	<p>Articles: Equity Team Guide (A guide created by Everett Public Schools as a framework for the development of an equity team)</p> <p>Daring Classroom by Brene Brown</p>	<p>Articles: How to Develop a Diversity, Equity, and Inclusion Initiative</p> <p>Create a Diversity, Equity, and Inclusion Strategy That Works</p> <p>Measuring Diversity and Inclusion</p> <ul style="list-style-type: none"> • Measurable Metrics for Diversity and Inclusions

Anti-Racist Starter Kit List by Parade (40 recommended resources in formats including TV series, documentaries, movies, TED Talks, and books)	Social Justice Activities by Social Justice Toolbox (Resource hub for free social justice activities and facilitation guides)	Culturally Responsive Education – CRE Hub Toolkit for Restorative Justice Difficult Dialogues			
Books: Truss Leaderships’ Top Anti-Racist Must Reads The Racial Healing Handbook (Provides practical tools to help individuals navigate their daily and past experiences of racism, internalized messages, and our privileges to lead to racial liberation) Blindspot: Hidden Biases of Good People (Explores the hidden biases that we all carry from a lifetime of experiences with age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality)	Books: Crafting the Customer Experience for People Not Like You: How to Delight and Engage the Customers from Competitors Don’t Understand (This book explores how a “one-size fits all approach to customer service is no longer effective) The Racial Healing Handbook (Provides practical tools to help individuals navigate their daily and past experiences of racism, internalized messages, and our privileges to lead to racial liberation) Blindspot: Hidden Biases of Good People (Explores the hidden biases that we all carry from a lifetime of experiences with age, gender, race, ethnicity, religion, social class,	Books: Powerful Partnerships (This book is centered on how to build powerful partnerships between families and schools) Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race by Caprice Hollins and Isla Govan (Guides facilitators through a process of becoming comfortable with the discomfort in leading conversations about racism, privilege, and power.) The Leaders Guide to Unconscious Bias by Pamela Fuller, Mark Murphy, and Anne Chow (Focuses on teaching you how to overcome unconscious bias, this book provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts)	Books: Braving the Wilderness by Brene Brown <ul style="list-style-type: none"> • Book study Guide Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race by Caprice Hollins and Isla Govan (Guides facilitators through a process of becoming comfortable with the discomfort in leading conversations about racism, privilege, and power.) The Leaders Guide to Unconscious Bias by Pamela Fuller, Mark Murphy, and Anne Chow (Focuses on teaching you how to overcome unconscious bias, this book provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts)	Books: Coaching for Equity (This book provides practical strategies for talking about race, power, and systems of oppression)	Books: Dare to Lead by Brene Brown (Explores new research conducted with leaders, change makers, and culture shifters to show us how to put those ideas into practice so we can step up and lead)

<p>On Inhumanity: Dehumanization and How to Resist It (A guide to understanding and fighting dehumanization, a shift in how we view and operate in a community)</p>	<p>sexuality, disability status, and nationality)</p> <p>On Inhumanity: Dehumanization and How to Resist It (A guide to understanding and fighting dehumanization, a shift in how we view and operate in a community)</p>				
<p style="text-align: center;">Additional Resources:</p> <p>Text Rendering Protocols to process any article:</p> <ul style="list-style-type: none"> • Microsoft Word - Text-Rendering-Protocol-2019.docx (compasselc.com) • text_rendering.pdf (schoolreforminitiative.org) • Text Rendering Protocol (weebly.com) <p>Video Template for Conversation Guide:</p> <ul style="list-style-type: none"> • Video Conversation Guide by Wake Forest University <p>Diversity, Equity, and Inclusion Website</p>					
<p style="text-align: center;">Thought Partners:</p> <p style="text-align: center;">Joi Odom Grant, Ed. S, Director of Diversity, Equity, and Inclusion Kailani Tibayan, Facilitator of Diversity, Equity, and Inclusion Mimi Brown, Director of Professional Learning Dr. Peter Scott, Deputy Superintendent Dr. Chad Golden, Executive Director of Human Resources Anne LaRue, Professional Development Coordinator</p>					