STRATEGIC AND NEEDS-ALIGNED EQUITY WORK STARTS HERE.

Equity Audit (DEI Review)

Engaging in a DEI Review is a key first step in unifying stakeholders around identifying areas of need and forging strategies to promote antiracist school culture. This focused evaluation delivers a qualitative and quantitative analysis of effective implementation of policies and practices associated with fostering diverse, equitable, and inclusive environments for students and staff.

Customized. All SchoolWorks DEI Reviews begin with a dialogue about key areas of concern. The SchoolWorks team uses this input to develop a customized evaluation protocol, ensuring that the findings surfaced by the review provide the insights needed to support decision-making.

Staffed by Diverse, Trained Educators. SchoolWorks DEI Reviews are staffed with racially diverse teams of trained and highly qualified educators. Our growing body of dedicated DEI Review team members receive specialized training and support and are highly practiced at facilitating difficult and uncomfortable conversations.

DETERMINE FOCUS AREAS → **ENGAGE IN EVIDENCE COLLECTION (3-5 DAYS)** → **WRITTEN REPORT**

Research Based. SchoolWorks DEI Reviews utilize *SchoolWorks School Quality Criteria* as an evidence base. Effective policies and practices defined by this set of standards are linked to positive student outcomes via documented research.

Comprehensive. Evidence collection typically includes document review, surveys, and interview/focus groups with stakeholders. School walk-throughs, classroom observation, in-depth curriculum review, and/or supplemental research may also be incorporated.

Domains and Key Questions

Evidence is collected in response to these key questions and their respective standards.

Domain 1: Instruction
1. Do curriculum and planning documents foster a strong culture of diversity, equity, and inclusion (DEI)?
2. Is academic, behavioral, and social-emotional data regularly collected and analyzed by stakeholders to foster a strong culture of DEI?

Domain 2: Students' Opportunities to Learn
3. Do students experience a strong culture of DEI?
4. Do student management/support systems foster a strong culture of DEI?
5. Do students have access and opportunities that are diverse, equitable, and inclusive?

Domain 3: Educators' Opportunities to Learn
6. Do educators engage in professional development that fosters a strong culture of diversity, equity, and inclusion?
7. Does the adult culture foster DEI?

Domain 4: Leadership and Systems
8. Do the written mission, vision, philosophy, and core values reflect strong commitment to DEI?
9. Does the organization have policies to hire and retain staff that are culturally diverse and/or reflective of the diversity of the student population?
10. Does the organization actively communicate its position, policies, and actions to promote an equitable learning environment to staff, students, parents, and the community at large?