![The Equity Imperative logo]

SOLUTIONS GUIDE
The solutions that we offer are customizable to the unique needs of our partners.
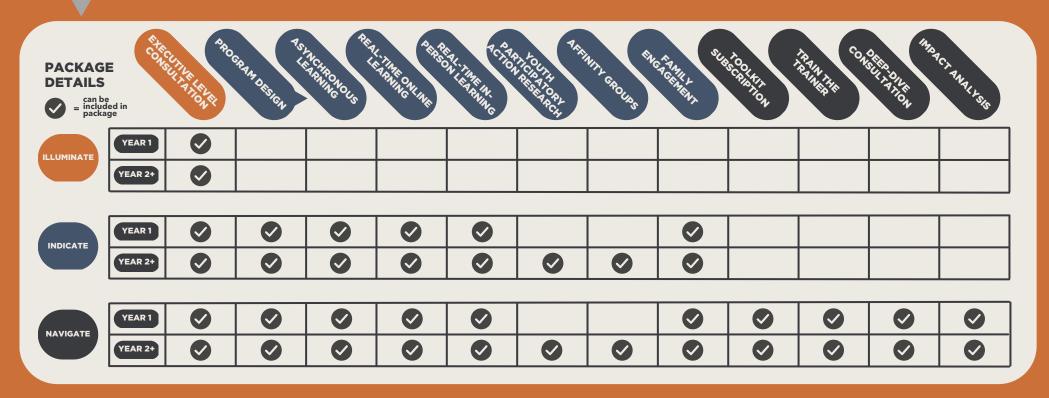
1 ILLUMINATE
Executive-level consultation to name racial equity challenges, set strategic goals, and determine critical action steps to address those challenges.

2 INDICATE
Strategic program planning and professional learning design to help shift systems, structures, and practices to meet the needs of those most marginalized.

3 NAVIGATE
Shoulder-to-shoulder capacity-building to enhance the application of professional learning through toolkit guidance and school/organization visits.

PACKAGE DETAILS

✓ = can be included in package

Package		Executive Level Consultation	Program Design	Asynchronous Learning	Real-Time Online Learning	Real-Time In-Person Learning	Youth Participatory Action Research	Affinity Groups	Family Engagement	Toolkit Subscription	Train the Trainer	Deep-Dive Consultation	Impact Analysis
ILLUMINATE	YEAR 1	✓											
	YEAR 2+	✓											
INDICATE	YEAR 1	✓	✓	✓	✓	✓			✓				
	YEAR 2+	✓	✓	✓	✓	✓	✓	✓	✓				
NAVIGATE	YEAR 1	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓
	YEAR 2+	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

For more information about our customizable program offerings, visit www.equityimperative.org or scan the QR code.

SCOPE AND SEQUENCE

VISION

At The Equity Imperative, we envision the day when all organizations become sanctuary sites for equity.

MISSION

Our mission is to relentlessly secure opportunities for all, especially those who are marginalized.

OUR FOCUS

At The Equity Imperative, we envision the day when all organizations become sanctuary sites for equity. Our goal is to equip practitioners to make advancing racial equity the core of their everyday work so that designed initiatives live beyond our partnership. We collaborate with our partners to identify racial equity problems, diagnose their causes, and design context-driven systemic solutions.

THEORY OF ACTION

ILLUMINATE

Illuminate
Equipping practitioners to see and name problems of racial equity. Partnership within this area of the theory of action can come in one of three levels of depth, depending on the organization's needs.

NAVIGATE   INDICATE

Indicate
Empowering practitioners to identify the root causes of racialized gaps in performance and the associated research-based strategies to mitigate and eliminate racial inequities.

Navigate
Engaging practitioners in systems thinking and planning to ensure that equity-based initiatives become a part of the organizational culture.

OUR SOLUTIONS

Executive-Level Consultation
Our team supports leaders in asking the right questions, naming the right challenges, and designing strategic initiatives to address the root causes of the challenges identified.

Asynchronous Professional Learning
The asynchronous experience is one that combines self-paced learning and guided workbook-based self-reflection together with facilitated community discussions to translate the learning into everyday practice.

Real-Time Professional Learning (in person, or via internet platform)
Our design of real-time learning experiences combines the principles of culturally responsive teaching with the most up-to-date practices aligned with andragogy (adult learning theory), producing an inspirational learning experience, provoking deep introspection, as well as practical, outlining clear, concrete, and tangible steps practitioners can apply.

Youth Participatory Action Research (YPAR)
In partnership with school districts, we work to effectively raise the volume of the student voice and their active participation in transformational change for each school community.

Affinity Groups
The Equity Imperative's passion for equipping practitioners is further actualized through the partnership work we do with organizations to launch and support sustainable models of affinity groups for staff and leaders of color. We work to ensure that affinity groups focus on providing safe space and support for people of color to talk about and develop solutions that address both interpersonal and internalized race-based experiences.

Family Engagement
We collaboratively construct systems to foster meaningful partnerships with the families of students. We provide learning opportunities for school leaders and families in English and Spanish to guide the partnership process.

Asynchronous Learning- Hope and Healing Program – Synopsis and Module Objectives

COURSE 01: FOUNDATION SETTING

MODULE 01: COLOR-BLIND TO COLOR-BRAVE

This module outlines a set of local and national data related to student achievement along with the research indicating the potential consequences of when students struggle. We articulate a set of steps that can be taken to foster Critical Hope, and fundamentally shift to become more Color-Brave as educators.

OBJECTIVES

- Document why the work of racial equity matters to me as an educator;
- Describe how achievement data varies by racial subgroups within my district;
- Delineate specific steps I can take to cultivate Critical Hope with students, families, and staff;
- Document specific, tangible, and practical steps I can take toward becoming more Color-Brave.

MODULE 02: DEVELOPING RACIAL LITERACY

This module will explore the preliminary steps of developing racial literacy as we work together to build common vocabulary, awareness, and understanding. The foundational steps will support participants' ability to see and name how racial trouble frequently happens within organizations.

OBJECTIVES

- Define racial literacy;
- Articulate some of the historical origins of different categories of "race";
- Compare the surface-level definition of racism with the structural definition;
- Document clear, tangible, and practical steps to ensure the instruction youth experience cultivates healing.

MODULE 03: STRUCTURAL RACISM

This module supports taking racial literacy one step further, unpacking how organizations like schools frequently perpetuate racial inequality. The end of this module brings this portion of the learning to a close with a symbolic call to action and an invitation to craft a statement of commitment to racial equity.

OBJECTIVES

- Identify specific mitigation strategies to address the negative effects of implicit bias in school settings
- Document clear ways to prevent micro-aggressions from interrupting daily interactions;
- Take practical steps to shift from Deficit Thinking to Structural Thinking in the journey to advance racial equity.

COURSE 02: CULTURE & CLIMATE

MODULE 04: BUILD BELONGING

In this module, we will explore the Hidden Curriculum that students experience, along with the ways that schools can contribute to deteriorating students' sense of belonging. Additionally, we will highlight what it means to build Developmental Relationships so that school Culture & Climate fosters Hope & Healing.

OBJECTIVES

- Define belonging from a student perspective;
- Define the Hidden Curriculum within Culture & Climate;
- Connect how exclusionary practices deteriorate belonging and contribute to the school-to-prison pipeline;
- Delineate concrete steps I can take to establish Developmental Relationships with students to foster Hope & Healing.

MODULE 05: WARM DEMANDERS

This module is designed to equip educators to draw on the research supporting the value of Culturally Responsive Teaching. We will outline steps and practices educators can take to "become warmer" and "demand more" of their students as they work to establish the right conditions for students to become independent learners.

OBJECTIVES

- Document shifts in practice that should stem from seeing student behavior as communication;
- Identify specific steps to take in order to become WARMER when engaging students;
- Articulate practical steps to take to DEMAND MORE from students in the learning process.

MODULE 06: EQUITY THROUGH PARTNERSHIPS

Building strong culture and climate within a classroom, school, and school district require meaningful partnerships with families and the local community. This module demonstrates the kinds of obstacles that we all face in building these partnerships, and outlines specific steps we can take to overcome those obstacles to ensure that all students thrive.

OBJECTIVES

- Examine how many of our family engagement initiatives, at times, marginalize our families and are rooted in deficit thinking;
- Articulate the changes we can make to shift from an accommodationist approach to a transformative one;
- Take steps to build a transformative approach to engaging families that is anti-racist.

COURSE 03: TEACHING AND LEARNING

MODULE 07: INSTRUCTIONAL CORE

In this module, we will explore what high quality instruction looks like by unpacking what has been titled the Instructional Core. Additionally, we will offer resources for educators to become linguistic equity advocates no matter the content area or grade-level they serve, ensuring the protection of the instructional core while engaging students, especially multilingual learners.

OBJECTIVES

- Identify the three main areas of focus within teaching and learning when working to improve student achievement;
- Make direct connections to how the Instructional Core address key areas of the systemic inequality framework;
- Begin exploring specific, tangible, and practical steps I can take to become a linguistic equity advocate from my specific role in education.

MODULE 08: MEANINGFUL STUDENT ENGAGEMENT

In this module, we will dive deeper to explore the work we can do enhance the active engagement of students in the learning process. We will outline specific examples, offering tools, resources, and practical steps to build academic discourse across grade levels and content areas.

OBJECTIVES

- Articulate how making language context-embedded enhances all students' ability, especially multilingual learners, to engage with cognitively demanding tasks, using cognitively demanding academic language.
- Describe the negative effects of homogeneous grouping, whether within class or between classes.
- Explore specific instructional practices to amplify meaningful student engagement, taking steps to dismantle homogeneous ability grouping.

MODULE 09: OWNERSHIP OF THE LEARNING

In this module, we continue our exploration toward enhancing the student role in the learning process. We will highlight specific steps educators can take to build student intellectual independence by becoming coaches of cognitive development.

OBJECTIVES

- Leverage the brain's ability to process information, positioning educators to foster learner independence.
- Identify instructional strategies educators can use to create the right conditions for students to grow in their learner independence
- Utilize cognates as an empowerment tool as educators continue on their journey toward becoming a linguistic equity advocate.