

LEADING FOR EQUITY

In my interactions . . .



I create a sense of **belonging** for myself and others



I seek out information to understand the **diverse perspectives** of people with whom I interact



I notice and respond to **micromessages**



I actively work to **recruit racially diverse candidates** for open positions on my team



Equity Decision and Policy Tool

When our policies, programs, and efforts affect Wisconsin students, families, communities, and educators . . .



Through your work, how are you accelerating **growth**/positive change for learners who most need it, based on data, while increasing opportunities for all students?



What intentional and unintentional **consequences** on educational equity could result from this?



Based on data, which groups of learners have not yet accessed your work? Specifically, what evidence-based strategies will you use to increase **access** by these learner groups?



How have you engaged **stakeholders** who are members of the communities impacted by your work? How will you continue to partner with diverse stakeholders to ensure educational equity for all students?

INSTRUCTIONS TO USE Equity Decision and Policy Tool

Who?

The Equity Decision and Policy Tool is for all staff. We make decisions on a regular basis – when we answer the phones, as we prioritize work within our programs, when we develop technical assistance and guidance, and as we make policy recommendations. Employees know their jobs best and are best equipped to integrate equity into practice and routine operations.

What?

Use the Equity Decision and Policy Tool to:

- Shape and monitor your thinking when making decisions, developing policy or implementing a program.
- Examine how your program and policy decisions support or compromise DPI's commitment to equity.
- Consider the intentional and unintentional consequences of your work.

Why?

- To continue work toward DPI's mission of closing the racial achievement gap in Wisconsin.
- To continue to promote and support equity throughout all educational systems in Wisconsin.

How?

Use the Equity Decision and Policy tool to:

- Ensure alignment with DPI's agency-wide equity goals.
- Ensure all learners benefit from the policies, programs and decisions that you make.
- Gauge how and the extent to which your work promotes college and career readiness for all learners.