



# Equity, Inclusion, and Diversity Overview

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## Equity, Inclusion, and Diversity

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### District to Implement “Deep Equity” Framework (04/27/17)

April 27, 2017 | Next year, the WDMCS will begin systemic change to ensure equity for all students through the Deep Equity program.

After months of reviewing several frameworks for equity training and education, students, parents, community members, and employees who make up the district’s equity committee recommended the [Deep Equity](#) framework to guide the district’s work. On Monday, April 24, the Board of Education approved a \$129,280 [two-year contract with Corwin Press, Inc.](#), Thousand Oaks, California, for services related to the Deep Equity framework. The district is seeking grant funding to help offset the expense of the contract.

The services include:

- Deep Equity Leadership Coaching: Deep Equity Leadership Coaching will assist in designing and implementing equity and inclusion initiatives, review equity-related policies and processes, assess potential structural barriers to an inclusive learning environment, and conduct school equity audits and focus groups to assess strategic equity and inclusion outcomes.
- In-School Support for Culturally Responsive Teaching Teams: This includes customized implementation visits designed to support Culturally Responsive Teaching Teams in schools.
- School Board Awareness and Training: The School Board Awareness and Training Session explores the Board’s role in leading for equity.
- Cultural Competence Professional Development for Support Staff: This invites school support staff to consider how they can transform their schools and workplaces to meet the diverse and complex needs of all employees and students.

It also includes a component for student education, which will culminate in students presenting their vision to the community as a whole.

“This is not a canned program, but is tailored to the needs of our district and our community,” said WDMCS Superintendent Lisa Remy, Ed.D., at the April 24 School Board meeting. She also [outlined the benefits of the program](#).



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