



Creating Awareness & Understanding of Diversity and Implicit Bias

- WCS leadership partnered with OSU Professor Dr. Miranda to increase awareness.
- Introduced & piloted OSU Kirwan Institute Implicit Bias class
- Facilitated poverty simulations @ WorthU & WESP Day
- Created district policy statement declaring WCS a safe space for LGBTQ+ students & staff
- HR developed a Minority Teacher Recruitment Plan

Laying the Foundation: DEI Core Team & District Plan

- Teachers began Culturally Responsive Teaching & Learning
- WCS leadership & DEI Core Team participated in Educational Services Center (ESC) Equity Institute
- Cabinet hosted student focus groups, created Superintendent Student Advisory Council, TWHS Diversity Club
- District leadership team went through year-long DEI book study

Grounding the DEI Work

- Board of Education passed "Resolution Affirming our Commitment to be an Anti-racist School District and Our Commitment to Social Justice"
- DEI Director hired in August 2020.
- "Ms Toya reads" video series created to educate & celebrate heritage & cultural months
- DEI Help Line created
- 95% of Classified Staff completed Implicit Bias training
- BOE passes DEI Policy

Expanding Capacity for Greater Impact

- Building Champions for DEI in every building
- Board of Educations presents DEI Policy
- Implicit Bias training plan for Teachers in progress
- Adopted ODE Equity Gap Analysis Tool & Process
- Worthington Educators of Color (employee resource group)

Sustaining Impact & Continuous Improvement

- Continuous Improvement/Equity Gap Analysis work
- DEI Strategic Plan
- Strengthening Competency of DEI Champions
- Measuring Growth & Closing Gaps