



Institutional/Organizational	Relational/Social
<ul style="list-style-type: none"> ❑ Review Policies & Procedures to ensure equality and no negative impact on certain groups of students or people ❑ Correct or /revise policies if proven to adversely impact a group of students or people ❑ Embrace & rely on data (i.e. Viz Ed) - establishes credibility & tells the story <ul style="list-style-type: none"> ■ National ■ Worthington-specific ❑ Measurement & Accountability - hold ourselves accountable by using metrics to track progress (i.e. DEI scorecard, data reviews, reports) <ul style="list-style-type: none"> ■ Accountability to: <ul style="list-style-type: none"> ➢ Students ➢ Staff ➢ Families ➢ Community 	<ul style="list-style-type: none"> ❑ Create an inclusive & equitable environment for all students & staff ❑ Understand & educate on DEI issues in our schools (Panorama surveys) <ul style="list-style-type: none"> ■ Student experiences ■ Staff experiences ■ Family experiences ❑ Invite people into conversations <ul style="list-style-type: none"> ■ Create space for disagreement or differences in opinion ■ Civil Discourse ❑ Take people on a “Change Journey” to change hearts, behaviors & actions <ul style="list-style-type: none"> ■ Champion ■ Passive resisters ■ Actively working against ❑ Relationships are the Key <ul style="list-style-type: none"> ➢ Platform for influence ➢ Built or Broken on Trust <ul style="list-style-type: none"> ○ Our words either built trust or break trust