



**monroe one**  
EDUCATIONAL SERVICES

Monroe One BOCES CoSER

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Moving from  
*Equity Talk* to  
an *Equity Walk*



**Public  
Commitment**

**Infrastructure**

**Transparent  
Data**

**Ongoing  
Adult  
Learning**

Equitable School Districts

**Strand**  
(Base)

Equity is a  
***Strand*** of our  
work

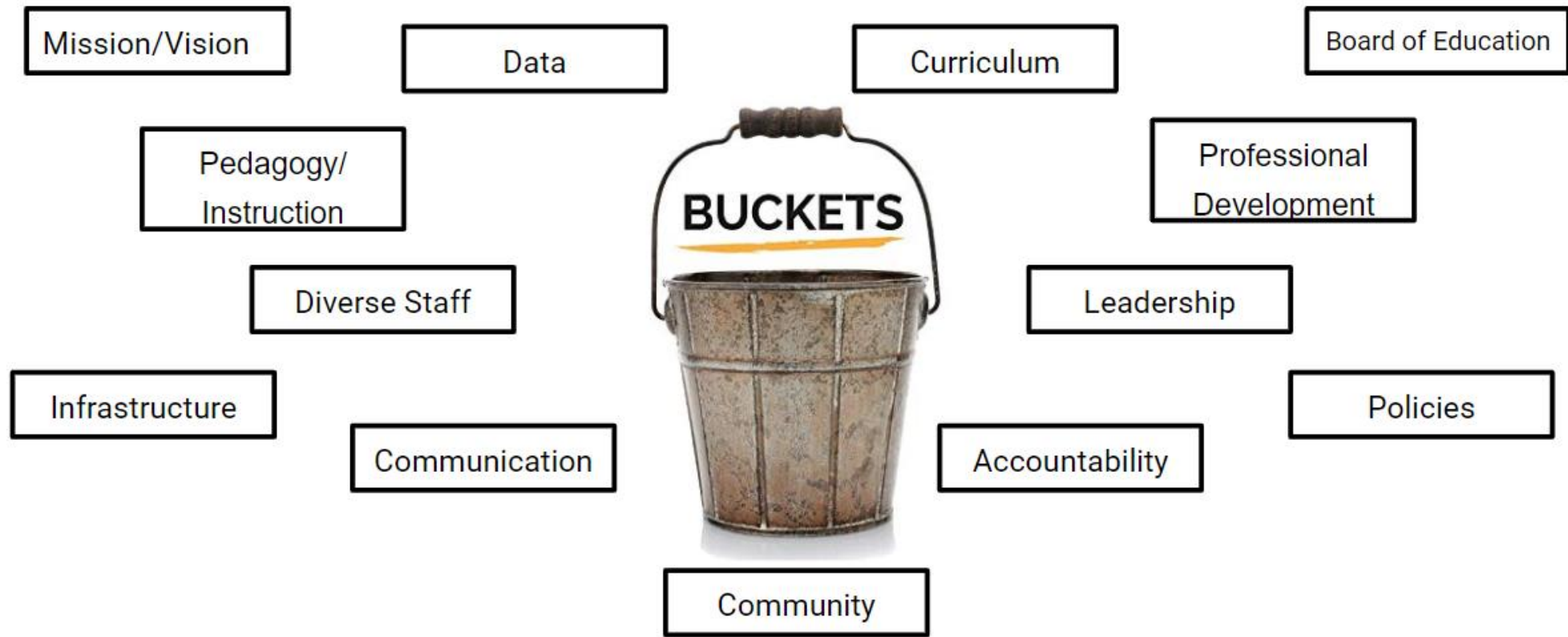
**Lens**  
(Base & Enhanced)

Equity is a  
***Lens*** through  
which we  
process all of  
our work

**Organizational  
Focus** (Enhanced)

Equity is the  
primary ***Focus***  
of all of our  
work

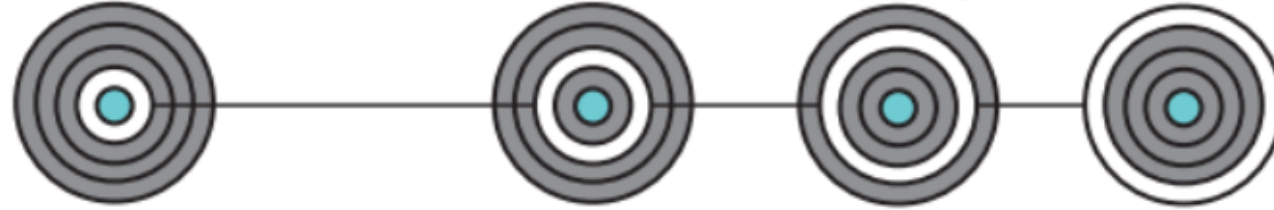
Organizational Equity Spectrum



# Organizational Equity Components

Public  
Commitment

Ensuring equitable outcomes for **all students** requires  
commitment from stakeholders for equity at all levels:



highly trained  
school leaders *supported by* district  
leadership *and* school  
boards *and* community  
partners

Strategic Plan & Diversity Policy: Mission/Vision/Beliefs



Engage  
early



Continue the  
conversation



Virtual  
meetings



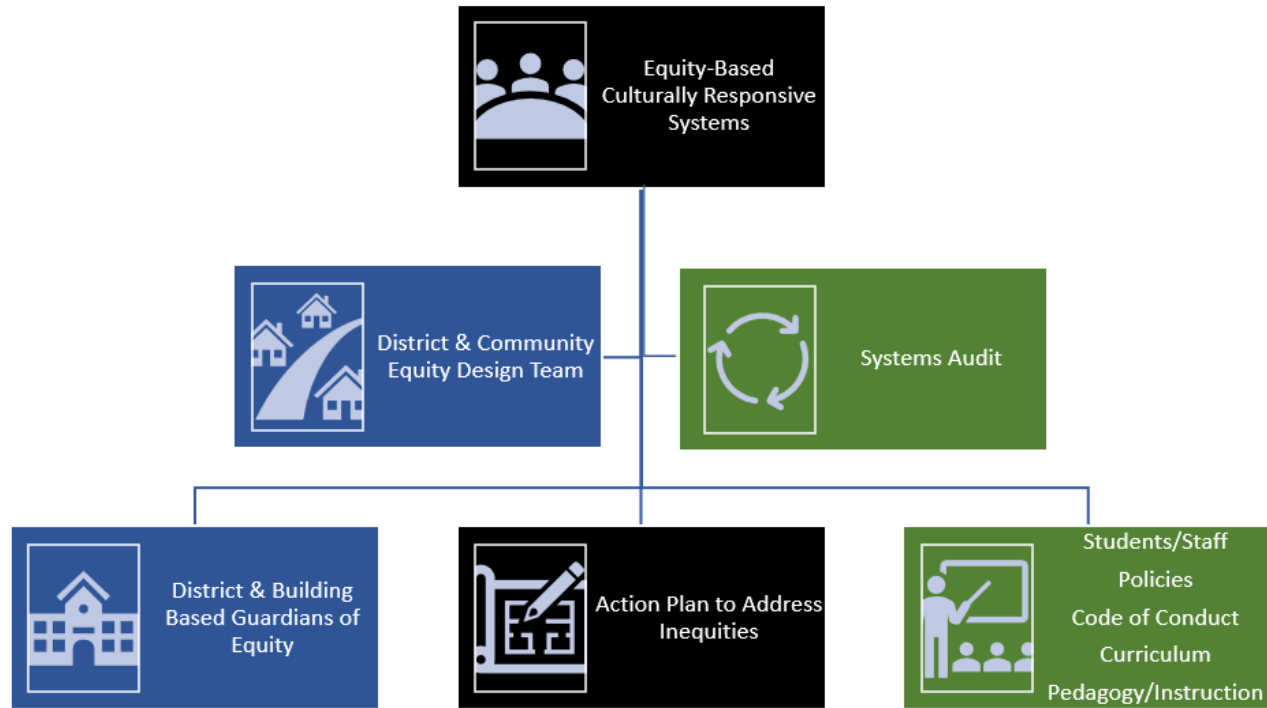
Social  
media



Two-way  
advocacy

Engage Community Stakeholders:  
Students, Families, District, Community Partners

Infrastructure



Create systems and structures to promote equity with a focus on minoritized populations

# Organizational Equity Structures



Transparent  
Data



DATA



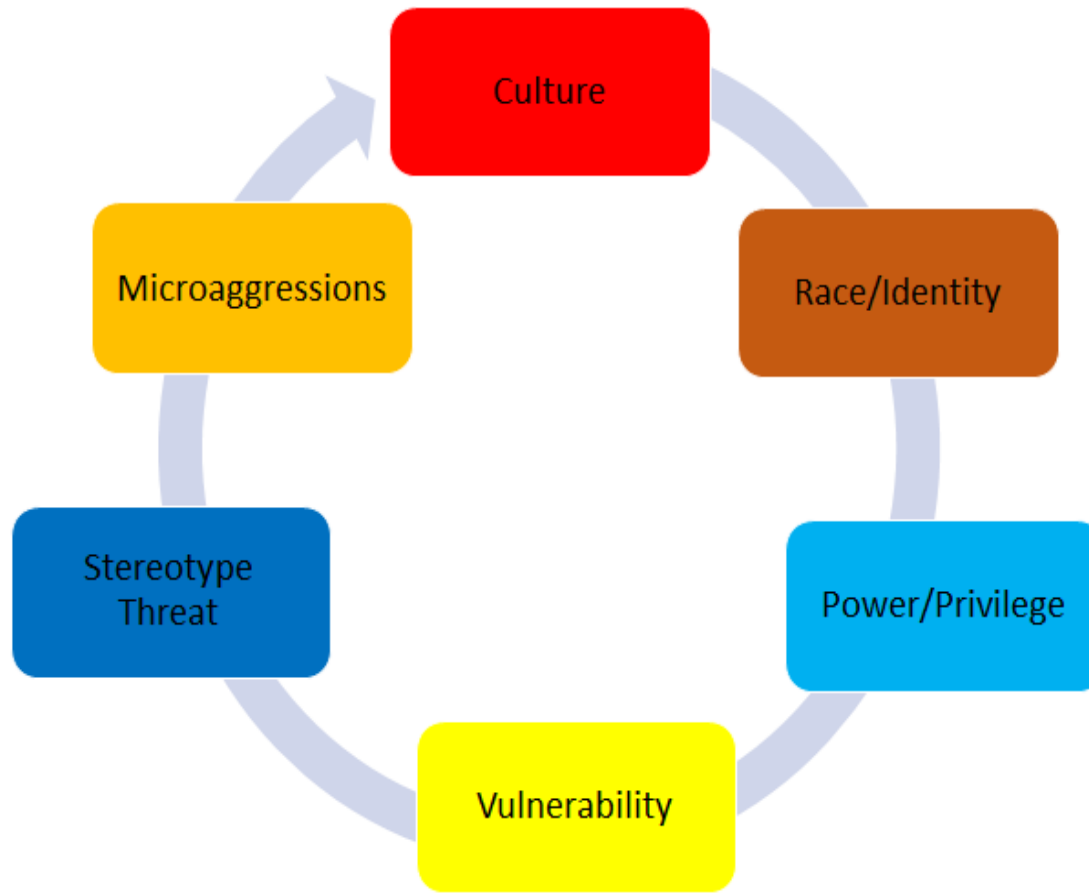
KNOWLEDGE



ACTION

Ongoing Data Analysis

Ongoing  
Adult  
Learning



Accessing Equity Personally,  
Professionally and Organizationally

Thank You