



# DMEquityOffice

Partnering with Districts to Strengthen Equitable and Inclusive Practices

DMEquityOffice provides school districts with a sustained partnership to help districts embed and foster equitable, inclusive, and culturally relevant practices so that every student has the opportunity to succeed.

## How it Works

Shifting the culture towards equity and inclusion requires coordinated efforts to address the systems, policies, materials, and mindsets within the district. It is not a one and done event; it requires continual work. Therefore, DMEquityOffice is designed as a sustained partnership that is renewable annually.

Working together, DMEquityOffice will help you work through a process that begins with gaining a deep understanding of district context followed by comprehensive planning that considers long-term goals as well as short-term successes. Thereafter DMEquityOffice provides ongoing support to help sustain efforts; this includes facilitated collaboration with peers and support from experts steeped in the work.

### DMEQUITYOFFICE APPROACH

#### Equity Opportunity Review



#### Understand District Context with an Equity Opportunity Review

Districts have the option of partnering with DMGroup to identify district strengths and areas of growth. DMGroup team members will conduct qualitative interviews and focus groups, review of district policies and practices, and perform a robust analysis of data. This information will be consolidated, analyzed, and compared to research and promising practices to provide recommendations for prioritization and planning.



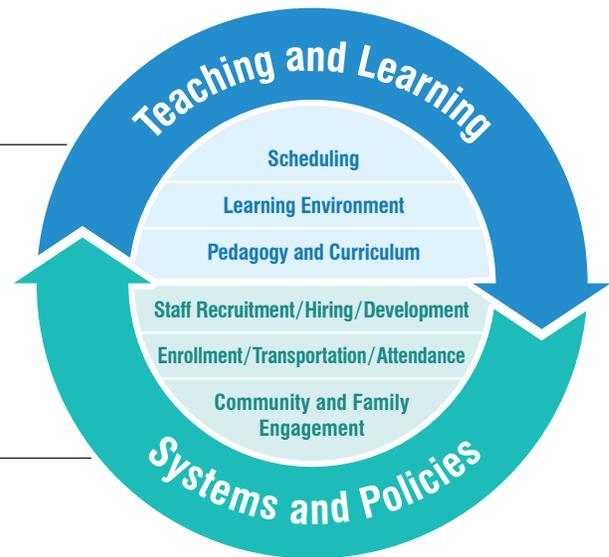
#### Sustain and Enhance Efforts

With the DMEquityOffice, districts are provided a dedicated DMEquityOffice advisor to support leaders in sustaining the district's work. In addition to the equity advisor, facilitated sessions with peer districts engaged in similar work provide a mechanism for sharing ideas and providing each other the support that energizes and helps propel the work.

## DMGROUP'S EQUITY IN ACTION FRAMEWORK

Strengthening Equity of Opportunity for Students, Staff, and Communities

In our Equity in Action framework, we organize the key categories of work that need to be addressed to help forge the systemic changes needed on the journey toward equity. The work is grounded in the interconnectedness between teaching and learning and district-wide systems and policies and the six drivers of systemic change within these domains.



## Key Benefits

- ✓ **Professional network of industry experts:** Districts will gain access to a leading group of industry experts on equity, inclusion, educational, and management best practices from District Management Group's trusted network.
- ✓ **Dedicated DMEquityOffice Advisor:** Each participating district will have a dedicated DMEquityOffice Advisor who will help coordinate equity efforts across the district, serve as a thought partner, track progress, point leaders in the direction of research and professional learning opportunities and services that complement district goals.
- ✓ **Peer review and validation:** With districts often navigating their work on equity alone, even the most well-positioned districts can feel vulnerable being subjected to so much scrutiny and second-guessing. By working with a cohort of peers, participating districts will have an understanding of what fellow districts are doing and will be able to leverage each other's experience and expertise in an efficient way, allowing the best ideas to be surfaced and considered.
- ✓ **Access to trusted, evidence-based research:** Districts gain access to a carefully curated library of cutting-edge, evidence-based resources and professional learning opportunities that are focused on equity.
- ✓ **A sense of support and collective accomplishment:** Increasing equity requires sustained effort and touches on sensitive realities on both systemic and personal levels. A significant consideration is the fatigue felt by all staff and educators in the district. By working together there will be a sense of energy for equity-related work. Natural connections and communities of practice will be formed by engaging in this important work together and there will be a sense of collective accomplishment.

## Don't Go It Alone

Striving towards a more equitable educational environment is tremendously challenging work. Partnering with the DMEquityOffice ensures the support, confidence, and validation of a network of industry professionals from DMGroup and our hundreds of partner districts across the country. Partner with your peers and DMGroup. Don't go it alone.

Contact us to learn more about how the DMEquityOffice can support your efforts

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**District  
Management  
Group**

Helping Schools and  
Students Thrive