Summary of Recommendations

In order to summarize the findings above, please see truncated version below to serve as a reference guide. Note that this is merely recommendations based on committee feedback and analysis of the findings from our team specializing in supporting schools toward a more inclusive environment – they are not necessarily in chronological order and actions should not be seen as more impactful than others listed.

- **Importance of a Vision**
  - Board requests the formation of a committee of stakeholders and initiates the process of crafting a strategic plan (that includes mission, vision, goals, objectives, and tactics)
  - Stakeholders are engaged in a 3-6 month process of crafting a strategic plan (while taking into account input from their representative groups)

- **Impact of Presence and Relationships**
  - As a part of the strategic plan, craft a roles and responsibilities matrix
  - Board participates in Board training to solidify structure of the Board
  - Stakeholders (including Board and leadership, specifically) are present and engaged in activities throughout CSW
  - Board members hold President accountable for items included in the strategic plan (while this is being created, the Board sets goals for the President)
  - Leadership hold staff and each other accountable for expectations set within the strategic plan
  - Stakeholders focus on building relationships with one another (incorporating more social events, informal events, and dedicated time for discussions around diversity, equity, and inclusion)
  - Create plan of action to recruit more support, both financially and socially, from the community

- **Understanding Equity Issues**
  - Training/Professional Development Topics
    - Board: Impact of Privilege and Bias on Decision Making; Listening to Conversations without Judgment
    - Leadership: Individual In-Depth Leadership Coaching around Perception; Macroaggressions and Privilege
- Staff: Effects of Implicit Bias and Microaggressions; Transitioning from Sympathy to Empathy
- Parents: Power of Positivity; Intersectionality
- Scholars: Pride within Identity; Crucial Conversations
- Community Members: Power of Community; Advocacy and Allyship
  - Create a group of stakeholders that serve as DEI liaisons to continue guiding this work – when created, provide in depth training on facilitation skills in addition to content covered above
  - Continue the conversation on a regular basis through dedicated time committed to this work
- Inclusive Policies and Curriculum
  - Conduct audit of current policies, curriculum, and pedagogical practices to assess levels of equity and inclusion
  - Create and utilize rubric that assesses from a lens of DEI for adopting new policies
  - Adopt curriculum that is required for all scholars around social justice, global citizenship, or combination thereof
  - Incorporate aspects of culturally responsive pedagogy into the staff evaluation system, providing training and support before expecting staff to be fully inclusive