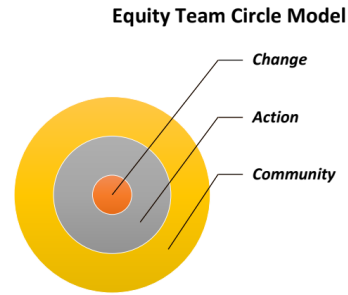


EEU Equity Team

Several years ago, the EEU started school improvement committees. The Head Teachers and Related Service brainstormed and voted on their top 3-4 goals in order to form these committees. At that time, a diversity committee was established. All the school improvement committees met once per month and were staff led. The diversity committee sent out information to the staff, brought in guest speakers, and sponsored staff discussions.



At the same time, King County DDD (Division of Developmental Disabilities) was launching a three year Equity Initiative focused on Early Intervention Providers (Birth-to-three services). This initiative was partly in response to the changing demographics of King County (serving 53% children of color and 30% families' home language other than English). The EEU was asked to participate through the Infant Toddler Program (ITP). One of the Diversity Committee members who also worked in the ITP attended the Foundation Training facilitated by a team from King County. After reviewing the materials and hearing from the staff member, the Diversity Committee determined that the Foundation Training and the Equity Initiative was aligned with the goals for the school. All Diversity Committee members participated in a Foundation Training and several took additional training to become Facilitators.

Part of the King County Equity Initiative involved agency commitment to sending their staff to the Foundation Training. It also included support for agencies to develop Equity Change Teams so that work would continue (with support) to help sustain and grow the initiative at an agency level. We asked to participate as a whole school rather than focusing on the ITP in isolation. King County was very supportive of our goal to make this initiative school-wide. At this point, the Diversity Committee became the EEU Equity Change Team.

The EEU Equity Change Team began meeting and planning how to move forward with an Equity Initiative that was school led. First, we asked our partners at King County to co-sponsor a large Foundation Training so that we could have all the EEU staff attend. We also attended the workshops and discussions presented by King County on how to create Equity Change Teams. We met with our consultant from King County to get support and advice on how to proceed. We planned discussions and training opportunities throughout the year so that we could continue making progress and keep the conversation alive while we did the background work to establish the EEU Equity Change Team. Eventually we developed a model for how we wanted to invite the whole school and families to participate.

While all this started as a school improvement committee, we recognize that this work cannot continue without the partnership of families and the broader community. At the Foundation Training we talk about opportunities to Step Up and opportunities to Step Back. The facilitators encourage participants to **Step Up** at times when they might otherwise be hesitant. They encourage people to **Step Back** and listen at times when they would otherwise jump right in. It is a helpful way to encourage people to lean into the discomfort. We welcome participation from families and the broader Haring Center community and want to invite those who feel ready to Step Up to do so. If now is more of a time to Step Back, we will continue to provide you with updates about our progress and opportunities in the future.