**Unlock the Power of Equity: Transforming Education**

**through an “Equity Mindset”**

**Reflection and Action Plan**

Describe the professional context on which you would like to reflect:

Evaluate the context using the Equity Mindset Rubric.

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| **Weak Equity Mindset Dimension** | **Weak, Neutral or Strong Evidence of Strong Equity Mindset** | **Strong Equity Mindset Dimension** |
| Culturally Neutral(Avoid nuance, suppress inquiry around equity issues) |  | Cultural Responsivity(Recognize diverse issues, encourage discussion) |
| Leader-Centered(Rarely alter decisions due to other voices) |  | Participant-Centered(Plan and implement around the needs of diverse stakeholders) |
| Leadership Hierarchy(Mandate static climate, initiatives and decisions that center leader power) |  | Informal Leadership(Inspire others to join them in working toward improving issues of equity) |
| Divestiture of Responsibility for Equity(Resistant to addressing and closing equity gaps when identified) |  | Accountability for Equity(Use inquiry to identify equity issues and devise a responsive plan) |
| Ignores Equity Needs(Oblivious to or ignores views and needs of diverse stakeholders) |  | Advocates for Equity Needs(Help stakeholders on the margins engage fully to create equitable outcomes) |

Describe a Dimension that you would like to influence:

Choose two tactics you want to employ to influence one or more Equity Mindset Drivers (Beliefs, Perceptions, Behaviors, Actions, Thoughts) in the next six months:

1.
2.

When you are successful, describe two points of evidence you would like to see:

1.