

- Organizational Training - Ensure all are grounded in equity and inclusion
 - Objective: Continual training opportunities for staff and board; New board are trained in Racial Equity 101 within 1 year of onboarding.

 - Partnership Development & Maintenance - Build and strengthen individual and organizational relationships with partners representing historically underserved communities
 - Objective: attend partner and community meetings; meet with individuals

 - Partnership Development: Board, committee diversity - Seek out partnership opportunities and steps that lead to diversifying the board and organizational leadership
 - Objective: Recruitment and retention of diverse board and committee members.
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- Community Liaison Advisory Committee - A committee of community leaders that serve as liaisons for racially and ethnically diverse communities found in our District will be hired to advise on District's LRBP
 - Objective: Board will review and respond to community advisory committee recommendations

- Equity Lens Implementation - Apply the equity lens, with assistance from trained facilitator, to decisions.
 - Objective: Apply lens to the Long Range Business Plan at key decision points and implement lens findings where feasible.