• **Organizational Training** - Ensure all are grounded in equity and inclusion
  o 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
  o 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
  o Objective: Recruitment and retention of diverse board and committee members.

• **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
  o 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.
  o Objective: Apply lens to the Long Range Business Plan at key decision points and implement lens findings where feasible.