

Strategic Design for Equity and Inclusion

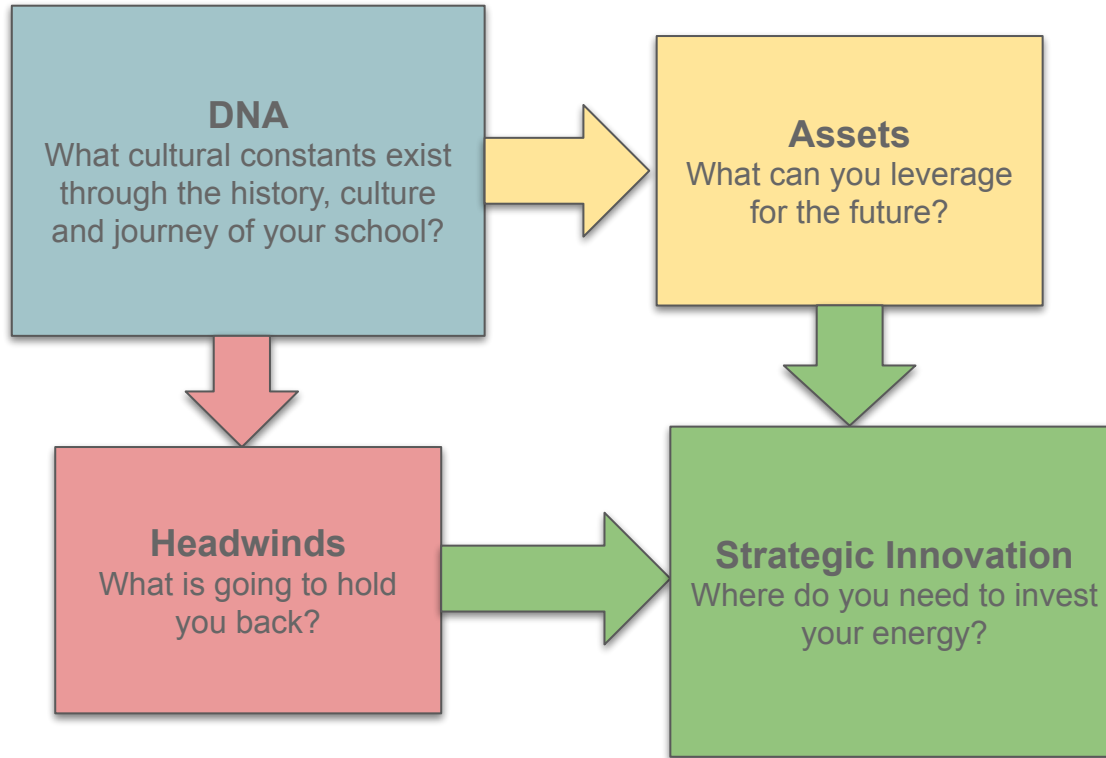
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Tools for honing your innovation vision



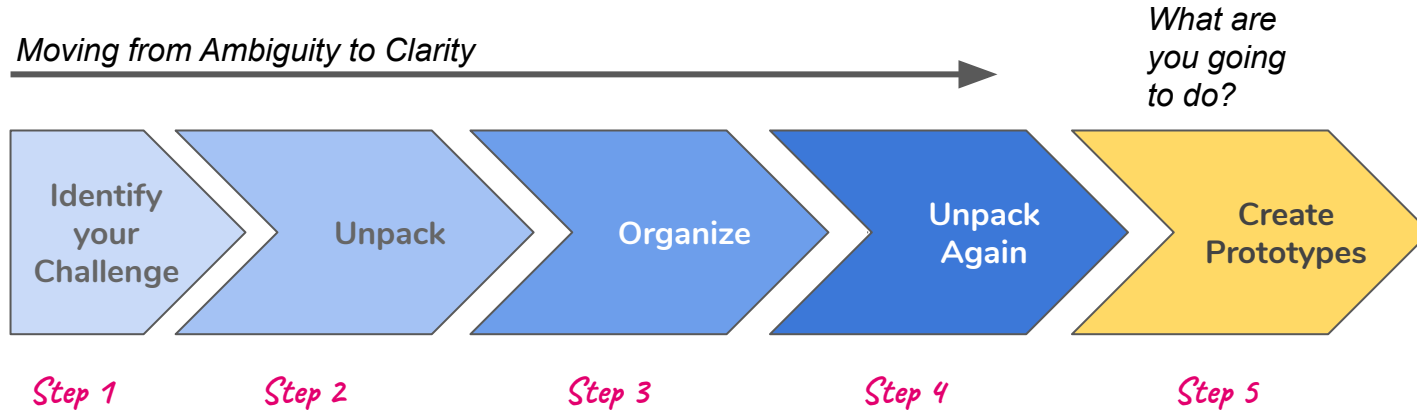
- **The 4 Quadrants - A Tool for Clarifying DEI Goals**
- **Unpacking**
- **Systems Thinking as a Tool to Plan DEI Innovation**



Turning a Boulder into Rocks



Unpacking: Getting to Shared Understanding

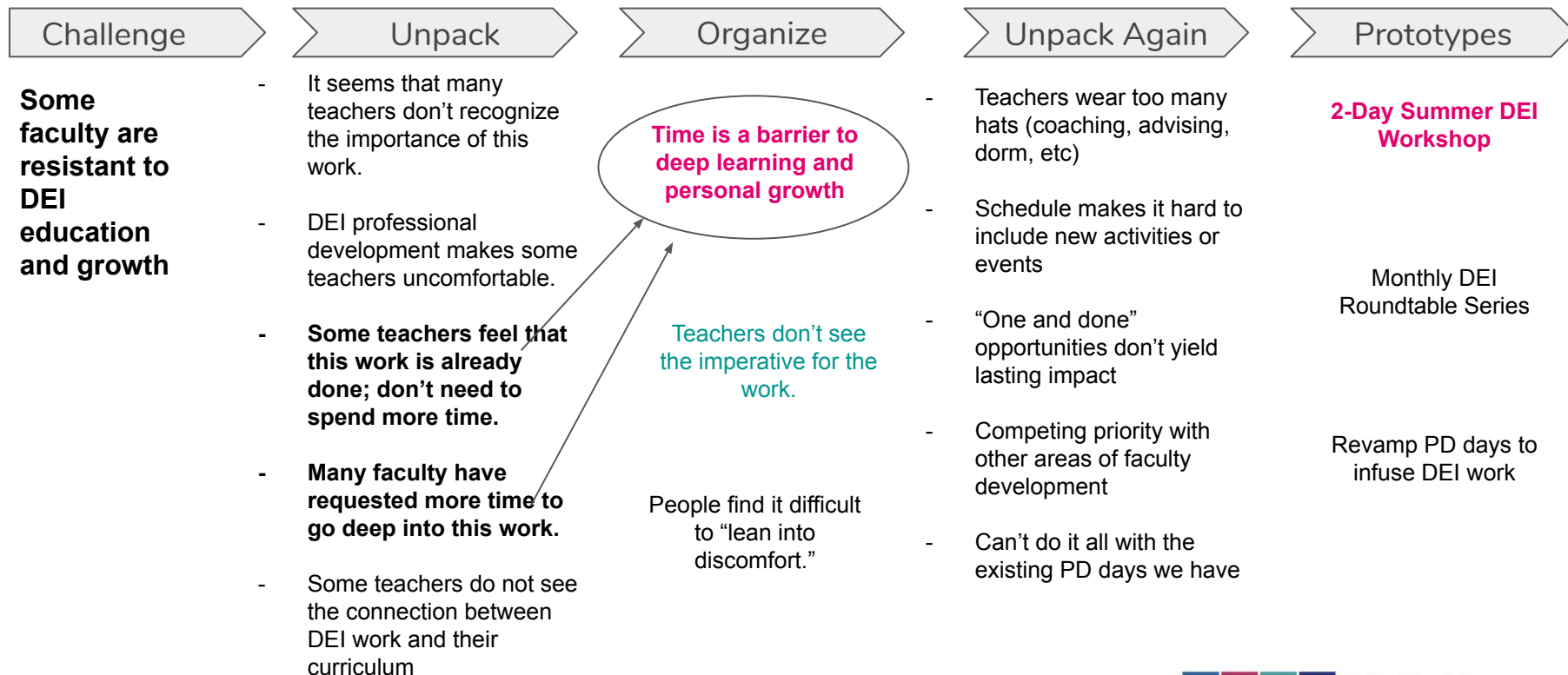


Unpacking for Clarity & Action: Example

Ambiguity &
Abstraction

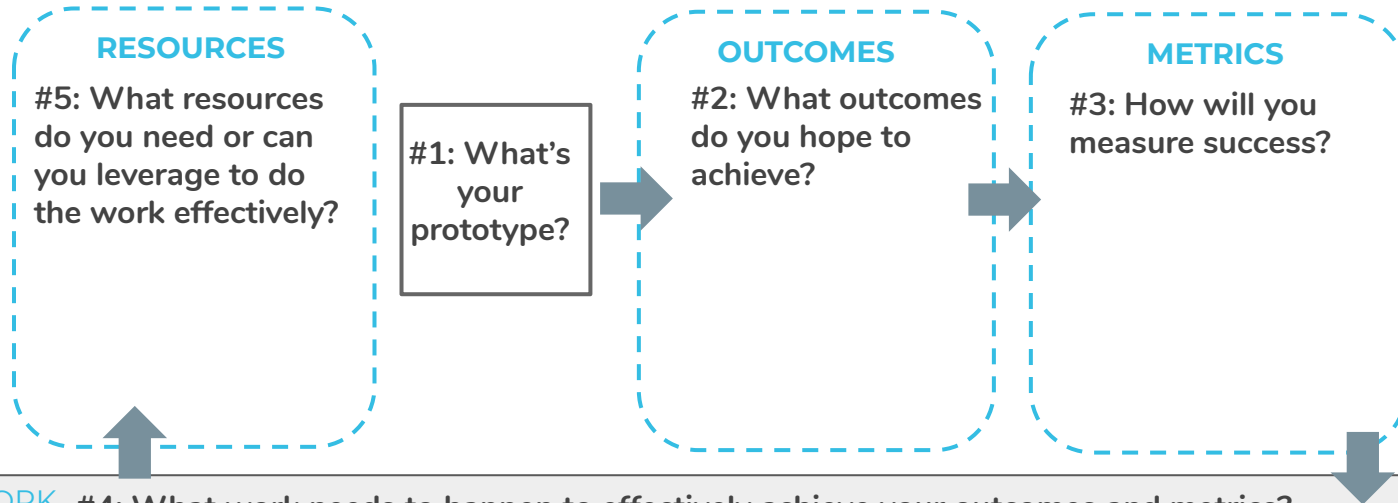
Clarity

What can we do?



Designing Your Innovation: Systems Map

EXTERNAL PRESSURES #6: What factors outside of your control might impact your ability to meet your outcomes and metrics?



THE WORK #4: What work needs to happen to effectively achieve your outcomes and metrics?

Systems Map Example

EXTERNAL PRESSURES Socio-political climate; summer vacation preferences/schedules; prior experiences in DEI activities; individuals' sense of value of DEI work; competing priorities & reward systems

RESOURCES

Dir of DEI
Books/articles/videos on best practices
Time, schedule
Space
Facilitators, speakers

2-Day
Summer
DEI
Workshop

OUTCOMES

Improved cultural sensitivity with peers, students, and parents
Enhanced ability to fuse DEI issues into teaching practice
Stronger sense of community throughout the school

METRICS

Increased retention of students, faculty
Higher parent and student satisfaction
Improved faculty attendance at DEI trainings
Improved ratings/satisfaction with DEI trainings

THE WORK

Identify the DEI topics/issues to focus on; determine internal/external speakers and facilitators; design PD outcomes assessments; create a “buy-in” plan; research other school approaches

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