



September

- *Call for Action on Racial Equity*
- Leadership team was established

October

- Community Conversation
- Racial Equity Action Team was formed

November

- Community Conversation in Spanish
- *Championing Equity with TW* Facilitator Orientation

December

- RE Action Team Kick-off session
- Distributed pre-work for January RE Action Team session

January

- 2nd RE Action Team session
- SP small group sessions
- Distributed pre-work for January RE Action Team session

February

- 3rd RE Action Team session
- SP small group sessions continue

Since Transformation Waco unveiled its Call for Action on Racial Equity, we have committed to engaging our teachers, administrators, and community to dismantle racism and its impact on our students and families.

To centralize our efforts, a leadership team was established to ensure that we promote change at a systems level. We also formed three small, action teams focused on a TW strategic priority led by a committed TW facilitator. The Racial Equity Leadership Team and Strategic Priority Action Teams are working to advance equity through racial equity action research and a data-driven planning process. Our commitment to creating actionable outcomes within each of our strategic priorities led to the hiring of consultants Ramona Curtis, Director for Diversity Outreach Programs, and Dr. Billy Snow, Transformation Leaders Network. Our consultants have been instrumental in facilitating our community conversations and laying the groundwork for deepening our understanding of racism and equity.

Our work to improve student outcomes continues through regular large group and small, strategic priority action team sessions.

Next Steps

- **Data Gathering:** Additional data collection (Focus group with students, etc.)
- **Analysis:** Continuing SP Action Teams data review
- **Strategy Design:** SP Action Teams propose 1-2 recommendations
- **Implementation Design:** SP Action Teams create implementation plan
- **Accountability:** Development of accountability framework