

SUPPORT	ADVOCATE	MAKE VISIBLE	EDUCATE/TRAIN	ORGANIZE
Mentor - show up in places where kids really are and get to know what is going on with them (CC)	Advocate for more diverse curriculum and the stories of more diverse cultures (CC)	Increase involvement from business community *Internships (ACS)	Address AVL historical trauma; pre-colonial history needs to be told (POC)	Improve/build partnerships between programs and organizations that are similar; Create partnerships with organizations w/ expertise in areas where staff and parents need more knowledge(CC)
Be intentional and proactive to address and inform social/work places on equity issues (CC)	Amplify the voices/needs/priorities of teachers and students (more listening projects to voices) (CC)	Name white supremacy, institutional bias <i>always</i> when we see it (CC)	Remove whiteness as the standard (POC)	Partnerships between equity and mental health (CC)
Hold each other and ourselves (students of color) accountable : resiliency coaching, leadership development, personal accountability (POC)	Discuss with school admin about about making schools safe for more undocumented (CC)	Change the focus from "my kid" to "our kids" in schools and community (PWP)	Increase children of color representation in SILSA (POC)	Co-create opportunities to listen to POC (PWP)
Address inequities among schools, i.e., share PTO funds (white parents, PWP)	Increase books of color in school library (POC)	Attend meetings and speak up- PTO, BOE, PTA, community forums and other discussions (POC)	Advocate for pre-colonial history, desegregation of the school curriculum, not slavery; malicious content hurts children of color psyche (POC)	Guarantee all voices and stakeholders are engaged in creating and informing our road to an equitable community and vision of success (CC)
Create PTO- cross school branding of equity culture via newsletters, art work, events (can open to nonPTO volunteers) (CC)	Increase mental health services, wrap-around for students and families (ACS)		Ask questions, positive collaboration, being informed (ACS)	Create more opportunities for POC to be in classrooms (CC)

ACS teachers/staff have a public facing "This is what we need." without fear of repercussion (CC)		Advocate for detracking, be willing to give up some privilege, remove children from AIG (PWP)				Have uncomfortable conversations in comfortable places, hold book clubs, inform white parents (PWP)		Support teachers/assistants w/youth development of workers of color (CC)
Develop a resource guide and information about local programs and learning opportunities (CC)		Send your child to public school (PWP)				Provide ongoing resource education: ICS, history of marginalization, actual data and examples of success (PWP)		Create summer and afterschool opportunities (ACS)
		Advocate for more teachers of color (CC)				Go to local community training- REI, Building Bridges, Hood Huggers. Educate ourselves about inequities, equity, privilege (PWP) (PWP)		Prioritize energy, time, and money toward equity (CC)
		Access: housing, transportation in city, free healthcare (ACS)						
		Raise money to increase access to school: field trips, uniforms, transportation, more counselors (ACS)						
		Advocate for more teachers of color in the classrooms; more adults of color in schools (POC)						