SWIFT
education center

Equity Actions

DESIGN VISION FOR EQUITY

EQUITY-EMBEDDED LEADERSHIP

EQUITY-DRIVEN DATA DECISION TREE

EQUITY-DRIVEN PRIORITIES AND PRACTICES

EQUITABLE RESOURCE ALLOCATION

SWIFT's Equity Actions extend the Transformation in Action practices to outline steps that will ensure that systems change efforts are working toward equity in both process and results.

Design Vision for Equity
Design Vision for Equity is an equity-focused, strengths-based practice that generates a collective agreement across the whole school community to build and nurture a healthy and sustainable educational ecosystem that reorients the school to their shared and inextricably linked humanity.

Equity-embedded Leadership
Equity-embedded Leadership is the process by which equity leaders embody and exercise the dispositions, characteristics, and values that activate a school and community to move toward an equity ecosystem.

Equity-driven Data Decision Tree
Equity-driven Data Decision Tree is a pluralistic practice to redesign an educational system by validating, giving voice to, and building upon the natural strengths and talents of students, families, and communities; and by embracing the belief all students can learn and seeking diverse ways for demonstrating their learning and growth.

Equitable Resource Allocation
Equitable Resource Allocation is the practice of freeing available resources from historic or traditional uses and making them available to build an educational ecosystem that meets the needs of the whole school community.

Equity-drive Priorities and Practices
Equity-driven Priorities and Practices is a process that selects implementation priorities based on culture, identity, and values, and gives prominence to understanding how new practices could affect the full range of students in their community, with a willingness to pause and rest plans if warranted.

The relationship between Transformation in Action practices and Equity Actions is diagramed below:

Transformation in Action Practices to Equity Actions

Transformation in Action Practices		Equity Actions
Design Practice	⟵	**Design Vision for Equity and Justice**
Teaming and Coaching	⟵	**Equity-Embedded Leadership**
Data Snapshot	⟵	**Equity-Driven Data Decision Tree**
Resource Mapping	⟵	**Equitable Resource Allocation**
Priority Practice Planning	⟵	**Equity-Driven Priorities and Practices**

McCart, A., Kelly, W. & Sailor, W. (2023). *Build equity, join justice.: A paradigm for school belonging.* Norton.