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|  | **Potential Barriers**Who is ready for this conversation?Do they have access to the necessary items (data, matrix, lesson plans, etc.)?Will they see a compelling WHY?  | **Possible Supports**Is there prework this group needs to do?What items can I help them get access to? |
| **Data For Equity**Analyze their school and classroom data through an equity lens, focusing on the inequities that lie at the root of their data. |  |  |
| **Identity**Address how biases and behaviors such as microaggressions, deficit thinking, and colorblindness undermine student success.  |  |  |
| **Voice**Explore ways to engage students, families and other stakeholders in conversation about inequity. |  |  |
| **Supportive Environment**Examine schoolwide expectations for cultural mismatch and biases.Develop lesson plans that first validate and affirm students’ culture(s), and then provide them with skills that build and bridge their understanding of school expectations and how and when to apply them.  |  |  |
| **Situational Appropriateness**Recognize and practice ways to be a “warm demander” to help mitigate the effects of structural racism and biased based believes.Evaluate ways in which instruction can include and honor student’s culture(s) to maximize learning. |  |  |