



**Equity Alliance
MN**

**6063 Hudson Rd
#218,
Woodbury, MN
55125**

(651) 379-2679

equityalliancemn.org

Educational equity is defined as each student receiving the supports needed to be successful in school (Linton, 2011). The key constructs of educational equity are identified as: access to rigorous, challenging courses; meaningful participation and engagement; cultural representation and voice; and positive academic and social results and outcomes for each learner especially those from diverse racial, ethnic and low socio-economic backgrounds (Fraser, 2008, Great Lakes Equity Center, 2012, 2016).

EQUITY ALLIANCE MN STRATEGIC FRAMEWORK 2016-2021

Vision: Eliminate gaps in E-21 educational opportunity and achievement

Mission: Through collaborative learning and advocacy, be the leading force for systemic educational equity and integration



Strategic Direction 2016-2021:

Recognizing that bias impacts decision-making:

- ◆ *Equity Alliance MN will lead the regional dialogue and action toward equitable E-21 education systems.*
- ◆ *Equity Alliance MN will develop high impact programs and services to eliminate barriers, increase access, and build capacity as culturally responsible organizations.*

Equity Alliance MN Core Values & Beliefs

Core Values: Student-focused; Equity; Integration; Opportunities.

We believe that:

- ◆ Race and culture fundamentally shape and influence our core values, our thinking, our policies, and our practices
- ◆ Excellence in education is achieved through equitable, integrated, and purposeful lifelong learning
- ◆ Interdependence is achieved through authentic collaboration

Equity Alliance MN Strategic Framework Focus Areas:

- 1. Provide programs and services that educate and support staff, students, and families and diminish barriers to educational equity**
- 2. Lead regional dialogue, advocacy, and action for equitable education systems and outcomes**
- 3. Strengthen Equity Alliance MN's business model to promote our own fiscal autonomy, sustainability, and growth**



Equity Alliance MN

Strategic Framework 2016-2021

1. Provide programs and services that educate and support staff, students, and families and diminish barriers to educational equity.

Strategic Initiatives & Actions:

- a. Provide Organization Development to address institutional equity , including but not limited to:
 - ◆ Growth in organizational cultural responsiveness
 - ◆ Equitable access to college-level courses
 - ◆ Equity Audits
 - ◆ Assistance with creation of Achievement and Integration plans and budgets
 - ◆ Collaboration among members
- b. Offer professional learning for administrators, board members, teachers, and staff to build capacity for educational equity
- c. Programming to support underserved students and families; examples include, but are not limited to:
 - ◆ AVID education
 - ◆ After school programs and Youth Executive Board
 - ◆ Classroom partnerships
 - ◆ Summer programming (Kindergarten Camp, AVID courses, summer credit courses)
 - ◆ PIQE

2. Lead in regional dialogue, advocacy, and action for equitable educational systems and outcomes.

Strategic Initiatives & Actions:

- a. Establish an alliance with the West Metro Education Program to expand the geographic reach to stakeholders
- a. Assume the leadership role to build connections and partner relationships and to provide easier access to resources such as convening Leadership for Partners for Equity Development
- c. Continuing to engage more state agencies and non-profits
- d. Advocate for equitable resources for all students
- e. Advocate for legislation that supports the work for equity and does not add barriers to achievement
- f. Support districts in attracting, supporting, and retaining teachers of color

3. Strengthen Equity Alliance MN's business model to promote fiscal autonomy, sustainability, and growth.

Strategic Initiatives & Actions:

- a. Broaden the stakeholder base to include more school districts, charter schools, educational organizations, and individuals
- b. Develop our personnel and organizational capacity to provide and expand our programs and services
- c. Explore other non-profit structures to accommodate a new business model
- d. Develop a comprehensive grant portfolio and actively pursue funding
- e. Provide both statewide and national programs and services