


EXPLORE	
<p style="text-align: center;">GOALS</p>  <ul style="list-style-type: none"> ➤ Identify the reason for change. ➤ Raise Awareness. ➤ Surface concerns and biases. ➤ Set the vision. 	<p style="text-align: center;">STRATEGIES</p> <p>Lead discussions or focus groups to explore attitudes and beliefs about inclusion and diversity, and current challenges and barriers:</p> <ol style="list-style-type: none"> 1. The why of the change <ol style="list-style-type: none"> a. What are some of the challenges the community is facing? b. What are the barriers to successful inclusion of all community members? c. Deconstructing discriminatory beliefs (ableism, gender stereotypes, etc.). 2. Creating the vision <ol style="list-style-type: none"> a. What do we want our community to be? b. Goals and vision involve reimagining of the system as it's currently conceived, with short term and long term goals for change.
<p>BY THE END OF THIS PHASE:</p> <ul style="list-style-type: none"> ➤ Everyone should share an understanding of why changes are being made, what the goal is, and their part in it. ➤ A vision and worldview that focuses on equity, diversity, and inclusion is created. 	
<p>CRITERIA</p> <ul style="list-style-type: none"> ➤ We have a deep understanding of our vision of equity and inclusion and our roles in it. ➤ We understand the concerns and challenges, but are prepared to work through them. ➤ We have distributed leadership and are ready to move forward. 	
<p>SELECTION OF INSPIRING EXAMPLES</p> <ol style="list-style-type: none"> 1. Ferris Elementary School 2. Humans of Boucherie 3. Boa Agua 	