

Equity Councils

TOOLS & SUPPORTS



The following guidance is offered for districts and charter schools to continue focusing on the critical efforts of the Equity Councils (EC) during a hybrid or remote learning environment.

Steps to Convene Equity Councils and Move Forward During the Health Order

1. Ensure your district or charter school has selected an Equity Council (EC) Lead
2. Work with your EC Lead to identify new Equity Council members or to reach out to existing members.
3. Ensure the EC Lead has access to technology and can use virtual meeting tools (web meetings, conference calls) to guide council in building relationships and defining equity.
4. With the support of the EC Lead, the Equity Council can explore the resources on the New Mexico Public Education Department (NMPED) [Martinez and Yazzie Consolidated Lawsuit Equity Council](#) webpage to support skill building and deep learning.



Meeting Virtually

- Use virtual meeting tools such as Zoom, Google Meets, etc.
- Use conference calling
- Use Google Folders to organize ideas and work
- Use Survey Monkey or Google Forms to collect information, take inventories, etc.

Troubleshooting Challenges

Smaller districts and charter schools may choose to partner with other small districts and charter schools to form a consortium in order to build an Equity Council that includes diverse membership, experience, and knowledge. Use the consortium form found on the [Martinez and Yazzie Consolidated Lawsuit Equity Council](#) webpage.

Some EC Leads and Members may need some support in building trust, skills, and relationships. EC Leads can reach out to neighboring districts for support as well as exploring the activities in the Equity Council Onboarding Workbook, the Equity Council Statewide Meetings documents on the Equity Council webpage, and the other tools mentioned below.

To-Do List for Equity Councils

1. The EC Lead guides the council through the Readiness Assessment.
2. The EC Lead guides the council in the design of an advisement package for the district or charter school leadership.
3. The EC supports with the design of the district and/or school-level Culturally and Linguistically Responsive (CLR) Frameworks.

NMPED Tools for Equity Councils

Resources Available on the [Martinez and Yazzie Consolidated Lawsuit](#) webpages:

- FAQ
- Equity Council Selection Rubric
- Equity Council Onboarding Workbook
- Equity Council Meeting Documents and Hands-on Tools
- Readiness Assessment
- CLR Framework Inventory
- CLR Framework: Schooling by Design Tool
- Visual Representations of CLR Frameworks (see the CLR Framework June Webinar)
- CLR Guidance Handbook- Located on the Language and Culture Division's webpage



Other Tools and Readings to Build Equity Council Efficacy during Remote and Hybrid Learning

- [Leading for Equity: Opportunities for State Education Chiefs](#)
- [The School Reform Initiative Equity Protocol](#)
- [Norms for Engagement Courageous Conversation Protocol](#)

Tips on Staying Connected During Equity Council Virtual Meetings

- Being on video can keep people more accountable and less likely to multi-task since they are visible to others.
- Practice active listening during a meeting by thinking about the content and contributing to the discussion.
- Encouraging members to take notes can be helpful to ensure engagement
- EC Leads should manage the meeting structure. The most productive meetings have a clear desired outcome, an established agenda, and clarity on next steps.