



Racial Equity Seed Fund Networked Improvement Community

WHAT

The **Racial Equity Seed Fund** is an action-based learning community that implements, tests, and scales solutions developed by those most impacted to advance racial equity in schools. Our community:

- 15 school-based equity teams composed of school leaders, educators, families, and students across public, private, and charter schools in Boston
- 8 community organizations focused on advancing racial equity
- 3 convening partners: EdVestors, Boston University, and the Boston Public Schools through Plan-Do-Study-Act cycles

WHO



EdVestors is the school improvement nonprofit that convenes the Racial Equity Seed Fund. EdVestors provides:

- Coordination and implementation support across schools and organizations
- Financial support in the form of \$10,000 grants to school- and org-based teams



Boston Public Schools' Office of Equity is the district partner. BPS provides:

- Alignment with district priorities
- Support for school-based equity teams



Boston University Wheelock College of Education & Human Development

Boston University's Wheelock College of Education and Human Development serves as the academic arm of the project. BU provides:

- Training and technical support around the Networked Improvement Community model
- Research and data



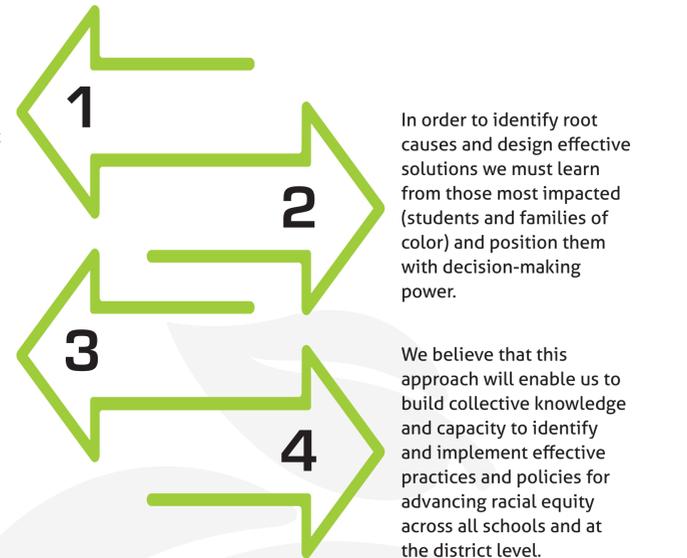
"I think one of the things I appreciate about the grant is the level of intentionality that is required of us...It's caused us to slow down to ensure we are doing this the right way... we need to lean in on those who are impacted to allow them to inform us of how they see that problem being solved or addressed." – Non-profit Leader

HOW

Theory of Improvement

We believe that advancing racial equity requires identifying and addressing the root causes of systemic oppression in our schools.

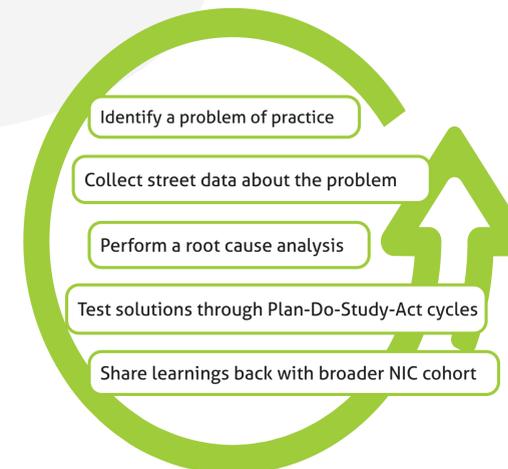
A racial-equity focused Networked Improvement Community will provide the support, skills, and knowledge to enable schools and community organizations to identify root causes and implement, test, and scale solutions developed by those most impacted to advance racial equity.



Convening Partners:



Equity teams:



After 1 year, Racial Equity Seed Fund cohort members:

Implementing racial equity actions and strategies that emerged from cohort work will reduce racial inequities in their community

100% Agreed or Strongly Agreed

80% Agreed or Strongly Agreed

Had a clear understanding of the root causes of our problem of practice within our school

FINDINGS

NIC Processes and Tools

- Shift the ways schools tackle problems
- Distributed leadership, positioning them as decision-makers and solution-designers
- Prioritize and center student and parent voices in ways schools haven't done before

Root Cause Analysis

- Powerful process for understanding and addressing racial inequities
- "Sense of belonging" was a recurring theme in the root cause analyses and an emerging focus areas for schools and organizations

Convenings

- Create valuable opportunities for peer learning
- Increase value placed on qualitative data collection and analysis
- Help cohort identify strategies for advancing racial equity and engaging students and families

CHALLENGES

Root cause analysis and NIC process takes time, ongoing parent and student representation, data response rates, confidence in working with a diverse group of stakeholders in NIC process

FUTURE MEASURES

- Number of cohort members able to measure the impact of their racial equity actions
- Family and students of color sense of belonging
- % of family and students of color who feel they have decision-making power in their school communities
- Reduction or revision of policies and practices that perpetuate racial inequities
- Increase the number of policies and practices that work to advance racial inequities

After 1 year, Racial Equity Seed Fund cohort members:

Collaborating with diverse stakeholders within schools/organizations and collaborating across schools/organizations "will help us understand and take action on racial inequities."

100% Agreed or Strongly Agreed

80% Agreed or Strongly Agreed

"I believe students and families should decide how our school/organization should act to advance racial equity."



"We really did what we said we wanted to do, and really got student voice out there, and students have said to me that they feel like they have more voice in what they've been doing." – School Principal