



Diversity, Equity, & Inclusion 30/60/90 Day Plan

Arron K. Gregory, J.D.
Chief Diversity, Equity, Inclusion
Officer (CDEIO)

Chief Diversity, Equity Inclusion Officer Mission

The Chief Diversity, Equity Inclusion Officer (CDEIO) is a strategic leader position that does not work in a silo. Collaboration in this role is key. The CDEIO's task is inherently integrative to help the institution become more active in increasing collective awareness about current system inequities in order to promote systemic change on the basis of internal and community-wide collaboration. Whether the goal is defined in terms of increasing access and dignified educational experiences, building relationships, improving teaching and learning, the CDEIO takes steps, that over time, lead to change.

Leadership



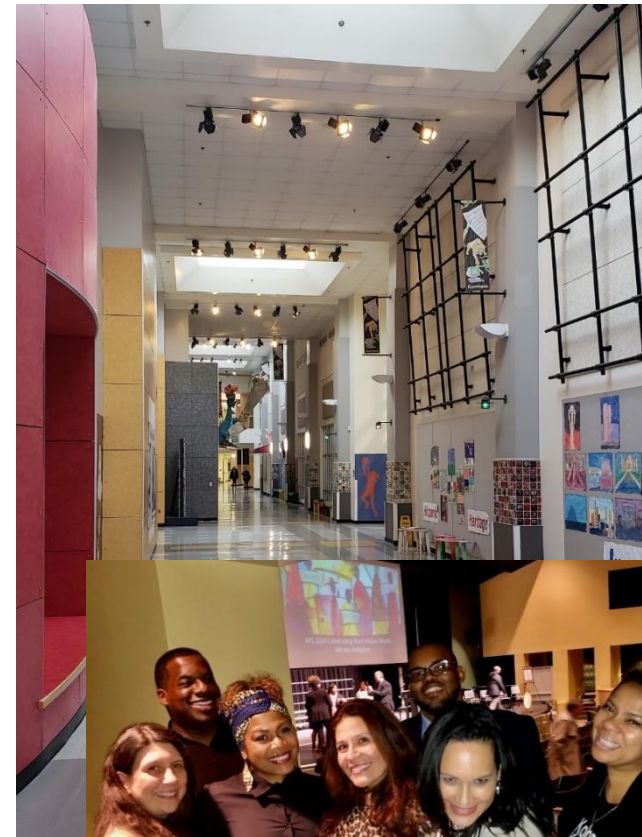
Monica Roache @moni... · 3d ▾
Thanks to Mr. Arron Gregory
APS's Chief Diversity, Equity, &
Inclusion Officer for attending
our Assistant Principal meeting
and sharing about his
professional experience & areas
of interest. @APS_OEE. Thanks
@Dr. Jannette Allen for also
joining us. @APS_StudentSrvc
@APSVirginia



Chief Diversity, Equity and Inclusion Officer Workplan

30-60-90 Day Workplan

- Internal Stakeholders: School visits (staff, students), Exec. Leadership team, Internal advisory groups
- External Stakeholders: Families, County/community groups, external advisory groups, business, media
- Professional Learning: Strategic Plan, Diversity Equity Audit, Equity policy, and more



Leadership

Chief Diversity, Equity and Inclusion Officer Workplan



Ongoing Activities

- Develop APS Equity Levers
- Launch Educational Equity Capacity work with Executive Leadership team
- Assess and research action plan to address racial bias within school division

Communications and Engagement

- Continue listening tour
- Complete construction of webpage and social media platform
- Host first APS Equity, Diversity and Inclusion Educational Summit



30-DAY PLAN

Status	Activity: Internal Stakeholders	Activity: External Stakeholders
Completed	<ul style="list-style-type: none"> • Meet with Executive Leadership Team (ELT) for one-on-one listening tour • Engage with Student Advisory Council 	
Ongoing	<ul style="list-style-type: none"> • Weekly superintendent one-on-one meetings • School visits to meet principals and building walk-throughs 	<ul style="list-style-type: none"> • Engage with community groups and superintendent's advisory councils • Continue listening tour with external stakeholders • Meet with law enforcement on racial bias incidents
On Target	<ul style="list-style-type: none"> • Central Office staff listening tour • Attend advisory group meetings 	
In Progress	<ul style="list-style-type: none"> • Review Strategic Plan • Review George Mason's Diversity & Equity Audit 	<ul style="list-style-type: none"> • Construction of social media and webpage
Planning Phase		

60-DAY PLAN

Status	Activity: Internal Stakeholders	Activity: External Stakeholders
Ongoing	<ul style="list-style-type: none"> Assess and research action plan to address racial bias within school system Continue listening tour with internal stakeholders and conduct school visits Speak with students about school climate and culture (Equity Chat on Student Voice) 	<ul style="list-style-type: none"> Meet with law enforcement on racial bias incidents Engage with community groups and Superintendent's advisory councils Continue listening tour with external stakeholders
On Target	<ul style="list-style-type: none"> Launch educational equity capacity work during ELT meetings Share DEI strategies with BOE 	
In Progress	<ul style="list-style-type: none"> Develop equity levers based on Strategic Plan 	<ul style="list-style-type: none"> Construction of social media and webpage
Planning Phase		<ul style="list-style-type: none"> Attend recruiting visits

90-DAY PLAN

Status	Activity: Internal Stakeholders	Activity: External Stakeholders
Started	<ul style="list-style-type: none"> Outline plan to address APS Draft Equity Policy 	<ul style="list-style-type: none"> Completion of webpage and social media sites Plan APS Educational Equity Summit
Ongoing	<ul style="list-style-type: none"> Analyze draft Equity Policy Analyze DOJ Settlement Agreement 	<ul style="list-style-type: none"> Community outreach
Planning Phase	<ul style="list-style-type: none"> Calibrate equity framework tool with ELT Train/model facilitating central office equity work with individual departments Launch Diversity & Equity work with Admin Council 	<ul style="list-style-type: none"> APS “A-Team” short video interview Develop Diversity Committees Attend recruiting visits Conduct community Meet & Greets with CDEIO Plan and coordinate APS First Equity Summit

Professional Learning



Status	Activity
Completed	<ul style="list-style-type: none"> • Review Strategic Plan • Review George Mason's Diversity & Equity Audit
Ongoing	<ul style="list-style-type: none"> • Analyze draft Equity Policy • Analyze DOJ Settlement Agreement • Attend DEI professional learning opportunities • Review literature about history of Virginia and desegregation
In Progress	District data dig

