

Considerations for an Equitable Recovery for the Expanded Learning Workforce Overarching Equity Considerations

The following questions should be considered in any decision related to policies and programming that impact the EXL Workforce:

- Are the voices of staff, students and families driving solutions? Are they all at the decision-making tables, especially with lead education agencies?
- From the perspective of grantees statewide, what does the CDE need to pay particular attention to regarding its policies on the delivery of EXL services?
- How might decisions be more responsive to diverse needs of communities? Are the needs of staff of color and low-income staff an explicit priority?
- Are decisions focused on addressing systems of oppression?
- Are decisions ensuring state and local EXL policy does not exacerbate disparities faced by staff of color and low-income staff (i.e., wage/pay, health, education, advancement)?
- Are decisions responsive to a staff team that is almost entirely people of color?
- Are local programming decisions considering how they are giving priority to those in most need, or people with privilege?