

Diversity, Equity, and Inclusion

Advancing Equitable Opportunities



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I See, I Wonder, I do

Purpose

This is a structured, inclusive method to ensure all voices are heard and the conversation moves beyond simple blame or assumption toward system action, creating a [FAIR](#) space.

Format: Small Group/Table work followed by a whole group share out.

Protocol:

Phase	Essential Question	Equity Data Focus
<p>I See</p>  <p>(Observation)</p>	<p>"What facts or patterns do you observe in the data? What jumps out at you? (No interpretations yet!)"</p>	<p>Participants describe the raw, disaggregated data—e.g., "I see that students with disabilities are suspended at a rate of 10.5%, which is the second-highest rate overall."</p>
<p>I Wonder</p>  <p>(Questions)</p>	<p>"What questions does this data raise for you about root causes, systems, or missing information?"</p>	<p>Participants hypothesize about why the disparities exist or what data is missing—e.g., "I wonder if the reasons for suspension (e.g., defiance vs. physical aggression) are different across these groups?"</p>
<p>I Do</p>  <p>(Action)</p>	<p>"Based on what you see and wonder, what is one concrete action you or our team could take to address this data point?"</p>	<p>Participants commit to a next step—e.g., "I will meet with the Special Education team to discuss the adequacy of current behavior intervention plans."</p>

Sample Data Set: School Discipline Disparities




(This data is hypothetical but reflects common national trends in K-12)



Suspension Discipline Rates

Subgroup: Demographic → race and ethnicity

Student Group	% of 1+ day of OSS	Disparity Ratio vs to White Students
White (45%)	3.5%	1x
Black/ African American (15%)	12.5%	3.6x
Hispanic/ Latino (25%)	7.0%	2x
Students with Disabilities (12%)	10.5%	3x
Multilingual Learners (5%)	5.0%	1.4x

Phase	Essential Question	Equity Data Focus
I See  (Observation)	"What facts or patterns do you observe in the data? What jumps out at you? (No interpretations yet!)"	
I Wonder  (Questions)	"What questions does this data raise for you about root causes, systems, or missing information?"	
I Do  (Action)	"Based on what you see and wonder, what is one concrete action you or our team could take to address this data point?"	