

The Road To Equity

W W W . T H E R O A D T O E Q U I T Y . C O M

Foster a new narrative by reshaping the conversation and reimagining our world to define the legacy of your school or organization and ultimately, you as an educator and leader.

Mission

Our mission is to help organizations and leaders on The Road to Equity™ by becoming culturally conscious through awareness, empathy, opportunity, and engagement in order to close the gap and change the narrative.

Vision

Our vision is to create more equitable classrooms, campuses, and communities focused on best practices in Diversity, Equity, & Inclusion through shared experiences, friendly conversations, and organizational change.



Mk Results, LLC

The Road to Equity™



Kayren Gray, M.Ed.

Author | Educator | Barrier Breaker
Diversity, Equity, Inclusion Consultant

Kayren grew up in southeast Texas. She was raised by a single mother and grew up with her four sisters. Growing up in an environment where no one looked like her has helped to shape the workshops topics and themes. Struggling to define her self-worth, Kayren persevered through challenges and overcame social inequities along her path to success. She entered education to champion for students who often felt like her - silenced, marginalized, ignored, or assumed. She brings experience as a public school teacher, coordinator, assistant principal, and now DE&I advocate. As a result, she has partnered with other courageous educators to set all students up for success.

Kayren earned her Bachelor's Degree in Political Science from Texas A&M Central Texas and Master's Degree from Lamar University in Educational Administration with Principal Certification. Entering public education nearly a decade ago, her focus was to share her own passion for learning with others and ultimately, impact the lives of students who felt that history—or school for that matter—was not for them. She soon realized and began to understand how important it is for students of color to see success in people who look like them. By building meaningful relationships and making learning culturally-relevant, Mrs. Gray vowed to equip students with not just content, but skills they can utilize beyond school and in the real world. In 2014, she was recognized as Ellison High School's Teacher of the Year and Killeen ISD Secondary Teacher of the Year Finalist. As an administrator, she focused on the climate and culture and the correlation between student-engagement and academic achievement. Despite various roles in education, Kayren has continuously asked the same question, "Is this the best decision for all students?"

She is the author of *The Road to Equity: The Five C's to Construct an Equitable Classroom*. Written with a powerful and purposeful message, the book will revolutionize the perception of your students, classroom, campus, and district by providing solutions to close the gap and change the narrative. Journey through the book to begin a conversation to confront bias, create opportunities to build relationships, collaborate through curriculum, commit to setting each student up for success, and to celebrate diversity by constructing an inclusive, equitable classroom.

Kayren is a military spouse with one son and two bonus sons. She resides in Harker Heights, Texas where she is active in the community and enjoys traveling. Her personal and professional experience has afforded her the honor to share her experiences to transform leaders and organizations on their path to peak performance focusing on representing the varied human experience by having and creating a seat at the table. In her pastime, Kayren hosts a podcast entitled, "The Road To Equity" and participates actively in the community.

MK Results, LLC formed from a collective team of like-minded educators with a vision to change the narrative, empower others, and be examples of embracing diversity. Our platform was founded to facilitate a conversation on equity and to share a powerful message on the impact of unity, diversity, inclusion, and teamwork.

Symbolizing strength, courage, and leadership, Kayren is honored to share with you her journey of stepping out on faith and supporting communities to see real, quality changes.

Join us on *The Road to Equity*™

Minority and Woman-Owned
Small Business Enterprise

Texas Historically Underutilized Business

 **MK Results, LLC**
The Road to Equity™

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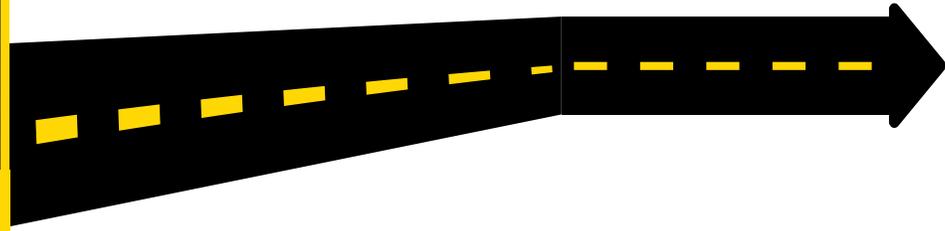
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Kayren Gray, M.Ed.

Another Seat at the Table

Do you want to become a part of the solution?



Now, more than ever, schools, organizations, teams, and businesses of all sizes are seeking solutions. And the one area for which every organization needs a solution, regardless of industry or size, is in the area of Diversity, Equity, & Inclusion. Why is this? Well, aside from the obvious moral reasons, it is becoming more and more strikingly clear that there is a direct link between having a diverse and inclusive workforce/environment + having a growing, robust organization. Your employees and students want a solution, need a solution, and will feel the pain if they don't have a solution in the area of Diversity, Equity, & Inclusion. They want to do the right thing!

Are you a Pioneer, a Champion, or an Influencer?

Knowing the natural role you play in building diverse and inclusive environments and knowing how to guide others in discovering their natural role is ESSENTIAL to bring about lasting change in our workplaces and our world. What sets apart "Another Seat at the Table" from any other Diversity & Inclusion Training in the marketplace is the proprietary core curriculum we have called "The Pioneer, The Champion, and The Influencer." This core teaching helps everyone self-identify the role they can play and explores how each person as an individual is integral in this big-picture process. Another Seat at the Table, will help EACH PERSON identify...

Their own role

What motivates them

What their self-talk is (and how that may positively or negatively affect their contribution)

What change-driven actions they can take right away to make a difference

This is a **DIFFERENCE-MAKER** in you being able to help your team thrive in the process of building greater diversity and inclusion. Another Seat at the Table is an exclusive and proprietary curriculum that can be fully customizable and meets **SHRM** (Society of Human Resource Management) standards.

Our commitment focuses on identifying barriers and roadblocks and implementing solutions to inspire results to close the gap and change the narrative. We are committed to providing exceptional trainings and workshops focused on DE&I through awareness, empathy, opportunity, and engagement. We understand the importance of being proactive and are here to assist to ensure equitable outcomes. How you confront difficulties translates to culture & climate - greatly determining the story of your organization.

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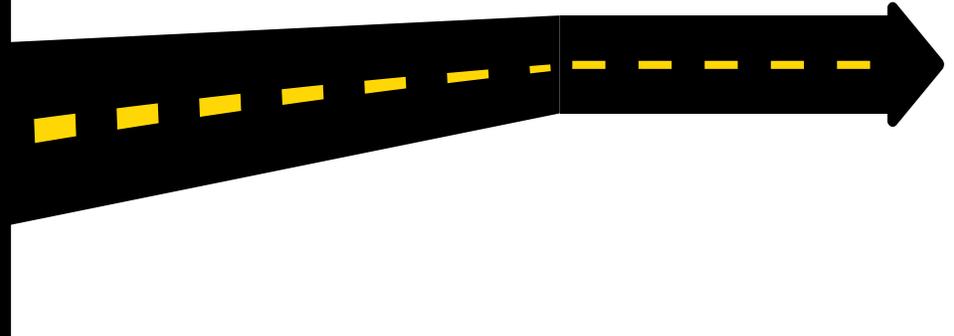
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Another Seat at the Table
Do you want to become a part of the solution?



ANOTHER SEAT AT THE TABLE
AN OPEN DISCUSSION ABOUT DIVERSITY & INCLUSION

Kayren Cray, M.Ed.
www.theroadtoequity.com



Program Opportunities, Products, & Services

- Teacher Professional Development
- Human Resources DE&I On-Boarding
- Diversity, Equity, and Inclusion Consulting
- DE&I Professional Development for Schools, Districts, and Businesses
- Book Study, The Road to Equity: The Five C's to Construct an Equitable Classroom
- Non-Leaders Training focused on Introspection, Mindsets & Attitudes, Misbehaviors, Unforgiveness, Forgiveness, Vulnerability-Based Trust, Giving & Receiving Feedback, Inclusion and Empathy
- Leadership Training focused on Servant Leadership, Mindsets, Misbehaviors & Unforgiveness, Vulnerability-Based Trust, Psychological Safety, Inclusive Leadership, Giving & Receiving Feedback, and Micro-Commitments
- Mobile and web-based awareness application that helps employees and students understand complex matters in the D&I space with simple, engaging content that offers personal and systemic solutions

BOOK NOW TO LEARN MORE: Free Diversity, Equity, and Inclusion Lunch & Learn



Set yourself up for success

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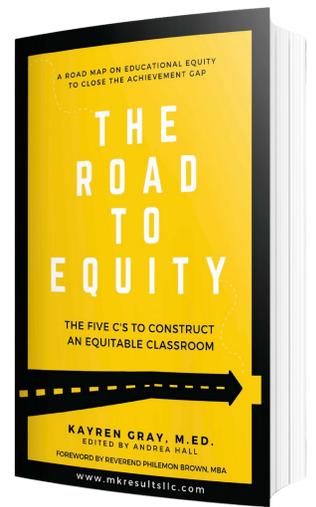
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Course Description

To pursue excellence, leaders must begin a conversation and promote diversity, equity, and inclusion in education. The focus must be on shifting behaviors and impacting culture to drive lasting change. In this conversation, participants will self-assess where your organization is in the process and learn the Five C's to Construct an Equitable Classroom, Campus, and Community to pursue organizational excellence. Participants will confront biases, learn to create opportunities to build relationships, collaborate through content, commit to communicating confidence by leading with love, and celebrate diversity to create a more inclusive, equitable environment. If we do not address equity within our profession, we leave each educator and leader to define what is fair, just, and equal, based on their own backgrounds and life experiences. Let's begin a conversation to understand the importance of DEI in our schools to create access and opportunity to set each student up for success.



Stakeholders will learn to:

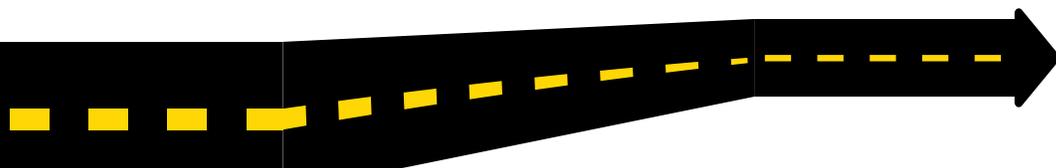
- Confront bias and understand barriers and roadblocks to learning
- Create opportunities to build meaningful relationships
- Collaborate through curriculum, lessons, and practices
- Commit to advocating to set students up for success
- Celebrate diversity by building an inclusive, equitable classroom

Audience:

- K-12 Educators, Leaders, and Staff
- Education Majors

Objective: Identify, Implement, & Inspire

- Identify barriers; define diversity, equity, and inclusion and its role in education to close the gaps
- Implement solutions and strategies to create access and opportunity to set each student up for success
- Inspire leaders to move from awareness to action to create more inclusive, equitable spaces



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OUR COMMITMENT TO DIVERSITY & INCLUSION

WE CAN ALL BE PART OF THE SOLUTION



We believe that Diversity, Equity, and Inclusion in our organization matters to the highest degree, because we value our employees and the people we serve. We are committed to courageously engaging in this important conversation, to talking about uncomfortable topics, and to becoming stronger as our team grows - together. Our success as an organization is directly proportional to our ability to individually engage our talents, our unique perspectives, and our respect for every client, customer, student, and partner.

Diversity, Equity, and Inclusion are critical to our success. Therefore we will:

CREATE AWARENESS. When every employee and student feels empowered to bring their full self to our organization, we benefit from the best of their personality, experiences, and perspectives.

ESTABLISH EMPATHY. When we value the unique giftedness and perspective of all our employees and students, it encourages everyone to respectfully work together.

PRODUCE OPPORTUNITY. When every voice is valued and heard, an environment of productive collaboration is created for the benefit of all.

BUILD BUY-IN. When we fail to value the uniqueness of others, we push people down, which limits our ability to maximize our impact for clients and diminishes the value of our entire organization.

We are individuals, each unique in our own ways, and together we can create something special through our diversity. To innovate and bring forward remarkable growth in our organization, we must be diverse in our thoughts so that we can co-create the best solutions. If we are not diverse in representation, or stifle the diversity we have, we severely limit our ability to compete against those who seek and embrace DE&I.

WE HAVE A SEAT AT THE TABLE AND WE WANT TO HEAR YOUR VOICE.

