

East Coast Racial Equity Group, LLC

Imagine the possibility of a world that is equitable



Equity is a simple six letter word but so difficult to achieve without intentional planning.

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The East Coast Racial Equity Group, LLC is committed to supporting school districts, schools, central office, non-profit, and for profit businesses leaders to engage in the conversations that make the invisible visible through the lens of race, culture and structures that exist that create barriers to optimal results. We provide a wide range of supports and services that honors the current state of an organization and help design professional opportunities and strategic planning to create equitable outcomes that serve our diverse communities.

Vision

To create opportunities for diverse people to envision a future where outcomes are not longer predictable by race.

Mission

The East Coast Racial Equity Group is committed to engaging leaders in examining the the structures, practices, and policies that create inequities in access, opportunities, and outcomes based on race and other factors of diversity.



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How we can help your organization

Assessing

- The current state through large and small group voice dialogues,
 - identifying patterns and trends and perceptions of key stakeholders.
 - Providing Intercultural Development Inventory to assess individuals and group members.

Designing

- Creating a strategic plan to move the organization to the desired state
- Tools for monitoring and alignment

Support

- Designing focused professional learning experiences to align with the needs of the organization
- Coaching leaders through the change process thorough an equity lens.
- Consulting and evaluation of your current DEI efforts

Delivery

Professional learning is designed to support the structures and time frames when possible. The sessions can be delivered online and in person.



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Dr. Troy E. Boddy spent the last 30 years as an elementary school teacher, Reading Recover Teacher, staff development teacher, assistant principal, principal, and director of equity for two of the largest schools systems in Maryland.

Dr. Troy Boddy is the recently retired director of Equity Initiatives for Montgomery County Public Schools in Rockville, Maryland. In this role, he and his team are responsible for supporting the development practices, policies, and procedures that create access, opportunities to learn, and equitable academic and social-emotional outcomes for underserved students. He has coordinated the design and delivery of 27 equity training modules that build awareness, knowledge, and skills necessary to ensure schools and offices create the conditions needed to produce equitable outcomes for student achievement and success.

Dr. Boddy is the co-founder of the Student Equity Advocates and co-founder of the Building Our Network of Diversity (BOND) Project a grassroots effort to retain males of color in the teaching profession. He is a board member of the Sandy Spring Slave Museum and supports educational programming and professional learning.. He has served as the keynote speaker for the Loyola Leadership Conference, a guest on NPR's Kojo Nnamdi Show, and was a member of the 2012 Harvard Public Education Leadership Project.

Dr. Boddy consulted and collaborated with the MCPS and McDaniel coordinators of the Equity and Excellence in Education Certificate Program at McDaniel College to launch a five-course certificate program and build a master's degree program. As part of this program, Dr. Boddy has taught Foundations of Social Justice. His publications include contributions to a case study for Life Case Studies for Inclusive Educators (2018) and Inspiration from my Father's Journey, Washington Post (2011), and Grandpa's River: A computer integrated cross-curricular simulation (2001).



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