

CO-DESIGNING EQUITABLE SCHOOLS

Liam R. F. Bird
SY2026 PROPOSAL

PROJECT TITLE

Sustaining Equity Through Co-design and Institutional Change

DESCRIPTION

LRFB Equity Consulting, LLC partners with schools and districts to support equitable policy creation through community co-design. We work alongside leadership teams to build structures that foster belonging and address opportunity differences. Our [Community Co-Design for Equity](#) framework and tools like the [School Equity Audit Tool \(SEAT\)](#) and [Empathy Interviews Workbook](#) help schools implement equity-driven change.

OBJECTIVE

To bring together a cohort of schools committed to sustaining equity by strengthening leadership capacity, co-designing policies and practices with those most impacted, and building adaptable systems that foster belonging and close opportunity gaps.

OPPORTUNITY

Schools in this cohort will gain:

- Equitable policy creation through co-design with students, staff, and communities.
- Leadership development to support racial equity through planning, training, and evaluation.
- A train-the-trainer model to boost cultural responsiveness and equity-based leadership.

In SY25, we supported schools like Westinghouse HS, Sutherland ES, and Haines ES and municipalities like Peoria and DuPage County through C3E—to name a few.



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ABOUT THE CEO AND FOUNDER

Liam Bird is the CEO of LRFB Equity Consulting, LLC and Learning and Education Director at C3E, where he leads efforts to transform schools, districts, and municipalities through equitable policy development and co-design. He was the founding Director of Racial Equity Initiatives at Chicago Public Schools, where he played a key role in launching the Office of Equity, and later served as the founding lead of the City of Evanston's Division of Organizational Performance and Equity.

LRFB Equity Consulting, LLC supports schools like Westinghouse and Haines, and municipal systems such as Peoria and the Forest Preserve of DuPage through C3E. C3E also streamlines operations for LRFB, ensuring efficient contract processing, including for Chicago Public Schools engagements (learn more about C3E here).

He is pursuing a doctorate in Education Policy at the University of Illinois at Urbana-Champaign, focusing on Diversity and Equity, building on his Master's in Public Policy from Northwestern University, where his research was presented internationally. A Surge Institute grant recipient, Bird founded LRFB Equity Consulting, LLC to support equity-centered transformation in school districts and municipalities.

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