

CO-DESIGNING EQUITABLE SCHOOL DISTRICTS

Liam R. F. Bird
SY2026 COHORT

PARTNER WITH LRFB EQUITY CONSULTING, LLC

Sustaining Equity Through Co-design and Institutional Change

DESCRIPTION

LRFB Equity Consulting, LLC partners with Illinois school districts to advance equity through collaborative planning, policy transformation, and inclusive community engagement. We support superintendents and leadership teams in building systems that foster belonging and close opportunity gaps. Our [Community Co-Design for Equity Framework](#) offers a tested roadmap for implementing equity-driven change using tools like the [School Equity Audit Tool](#) (SEAT) and the [Empathy Interview Workbook](#).

OBJECTIVE

To build a regional cohort of Illinois districts committed to sustaining equity through leadership development, inclusive design, and measurable systems change.

OPPORTUNITY

Participating districts will gain:

- ✓ Strategic equity planning and school-based policy reviews using SEAT and co-design tools
- ✓ Equity-focused professional learning for central office and school leadership teams
- ✓ Leadership development in community co-design, cultural responsiveness, and evaluation
- ✓ A train-the-trainer model that builds internal district capacity

In SY26, LRFB has supported schools including Westinghouse College Prep, Haines Elementary, and Sutherland Elementary through coaching, community codesign, and policy review initiatives. We also work with municipalities such as Peoria and DuPage through the Center for Equity, Effectiveness, and Efficiency in Local Government (C3E), which serves as our fiscal and operational partner.

CO-DESIGNING EQUITABLE SCHOOLS

Liam R. F. Bird
SY2026 COHORT

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.

CONTACT US

📞 773.837.6777

✉ lrfb.equityconsulting@gmail.com

🌐 liambird.com

