



Objective:

By utilizing an equity lens, a school board aims to (a) provide a common vocabulary and protocol for evaluating policies, programs, practices and decisions for equity and (b) produce policies, programs, practices which result in more equitable outcomes.

Procedure:

For any policy, program, practice or decision, consider the following five questions:

1

Who are the under-represented groups (federal subgroups) affected by this policy, program, practice or decision? And what are the potential impacts on these groups?

2

Does this policy, program, practice or decision worsen existing disparities or produce other unintended consequences?

3

How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision? Can you validate your assessments in (1) and (2)?

4

What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

5

How will you (a) mitigate the negative impacts and (b) address the barriers identified above?



*Courtesy of Portland Public Schools