

EQUITY TOOL

The Equity Policy (0010) is the basis for our strategic plan. The Strategic Plan lays out our foundation, goals and strategies to promote and continuously reinforce equity in Highline Public Schools. As the Equity Foundation of the Plan states, “We will disrupt institutional biases and end inequitable practices so all students have an equal chance at success.”

This Equity Tool is used to enable practices and actions at the school and district level to align with our Equity Policy and best serve all students.

BACKGROUND QUESTIONS

- What is the decision or action that is being considered?
- Who is participating in making the decision? Who else needs to know that this decision is being made?
- Why does this decision need to be made?

EQUITY LENS QUESTIONS

For any practice or action, consider the following four questions:

1. **Who will be impacted by this decision? What are the direct and indirect impacts to each group?**
 - a. Consider students families, staff, and community
 - b. Consider factors such as race/ethnicity; special education, 504 or ELL status; gender; sexual orientation and identity; age/grade level; socio-economic status; religion; role; location; etc; also consider how these factors may intersect with each other to compound or lessen the impacts of this decision
 - c. Consider how & why impacts may be positive, negative or neutral

2. **What data informs this decision? What data are you missing? What does the data indicate about whether this decision will lessen, leave neutral, or exacerbate current inequities?**

3. **What other factors have an impact on this decision? What is their impact, or the considerations they present?**
 - a. Factors to consider: budget; state or federal mandates; past practice; emotional investment; district policy; situational factors; impact to different communities; School Board; others

4. **Which stakeholders have been involved; have they validated the points above?**

NEXT STEP QUESTIONS

- What decision has been made?

- What is your plan to mitigate each negative impact of this decision and address any identified barriers?

- What is your plan to communicate this decision, and to whom?