



BSD Equity Lens



Use this tool to assess how your school/department decisions are made through an Equity Lens.
 Invite multiple people from a variety of backgrounds to help with the assessment.

Scale - 1: No evidence, 2: Some evidence but needs improvement 3: Measurable evidence in place 4: Measurable evidence in place and can coach others

Partnership			
Aspiration: Partnership elevates multiple perspectives from historically underserved communities.			
My School/Department...	Scale 1/2/3/4	Strengths/Evidence	Areas of Needs
<i>Intentionally</i> invites and capitalizes the voices and participation of historically underrepresented community members.			
Develops partnerships that <i>authentically</i> benefit, not burden, historically underrepresented communities.			
People			
Aspiration: People reflect the diversity of our student body.			
My School/Department...	Scale 1/2/3/4	Strengths/Evidence	Areas of Needs
Consists of people (e.g. students, staff, volunteers, board members, vendors, partners) that <i>genuinely</i> reflect the diversity of the BSD student body.			
Has a plan to <i>deliberately</i> diversify my school/department.			
Place			
Aspiration: Place is safe, inclusive and affirming for historically underserved students.			
My School/Department...	Scale 1/2/3/4	Strengths/Evidence	Areas of Needs
<i>Warmly</i> welcomes all people and visibly displays cues to promote diversity as an asset.			
(Schools only). Uses "Inclusive Environment Scan" to regularly monitor progress toward safe and inclusive environment.			

"Equity is achieved when...outcomes and successes are not predicted by student subgroup membership." BSD Equity Policy

Policy			
Aspiration: Policy articulates a vision for equity.			
My School/Department...	Scale 1/2/3/4	Strengths/Evidence	Areas of Needs
Has mission, vision and policy statements that <i>explicitly</i> state its commitment to equitable results.			
Embraces District policies that <i>clearly</i> protect the rights of historically underrepresented people. (Policy AA, AC, GBA, JB, JBA/GBN)			
Practice			
Aspiration: Practice eliminates access, opportunity, and expectation gaps.			
My School/Department...	Scale 1/2/3/4	Strengths/Evidence	Areas of Needs
Applies evidence-based practice to <i>purposefully</i> eliminate the perpetual access, opportunity and expectation gaps.			
<i>Continuously</i> monitors the impact of evidence-based practice to eliminate the perpetual gaps.			
Provides resource and training necessary so all staff embraces and utilizes evidence-based practice <i>consistently</i> .			

Dates of Assessment:

Assessment Team Members:

Next Steps:

Actions	By When	By Whom	Resource Needed