Keeping Racial Equity at the Forefront of Our Work

As you conduct fact-finding and develop options, please use this tool from the Portland Public Schools.

Racial Equity Lens

Objective: By utilizing a racial equity lens, Portland Public Schools aims to (a) provide a common vocabulary and protocol for evaluating policies, programs, practices and decisions for racial equity and (b) produce policies, programs, practices and decisions which result in more equitable outcomes.

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

1. Who are the racial/ethnic groups 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 ignore or 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?