

Let's talk **EQUITY**



Join Denise & Javier

We are members of the Equity Committee and would love to hear your feedback about our Committee's drafts:
District Equity Lens &
District Equity Non-Negotiables

Feedback Sessions Zoom Links

Wednesday 4/19 @ 7 PM

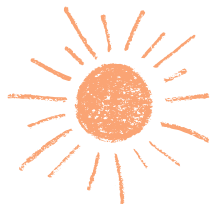
[Click here for Zoom link](#)

Meeting ID: 923 5001 8495

Saturday 4/22 @ 10:30 AM

[Click here for Zoom link](#)

Meeting ID: 950 8032 6889



We would love to hear from YOU and your ideas & perspective!

Reach out if you have any questions:
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District Equity Non-Negotiables

Draft

WE ARE RESPONSIBLE TO EACH OTHER.

- We will address inequities and social injustice when we see them.
- We will take action to eliminate inequities and social injustice in our schools.
- We will explore our own identities and biases.

WE EMBRACE EACH OTHER.

- Our community is uniquely diverse.
- Each person's identity and worldview is unique and valuable.

WE TEACH EACH OTHER.

- We create authentic educational teams that include teachers/staff, families, and students.
- We support all learners with a culturally responsive curriculum that honors the identities of our diverse student body.
- We build culturally responsive classrooms and learning environments that honor the identities of our diverse student body.

WE VALUE EACH OTHER.

- Student voices matter.
- Teacher and staff voices matter.
- Family voices matter.

WE GROW TOGETHER.

- Failure is part of success. Mistakes mean we're trying, we're learning, and we're making progress.

District Equity Lens

Draft

Objective: Our commitment to equity supports fostering a welcoming, inclusive, and barrier-free environment with urgency, accountability, and compassion. Educational equity is achieved by acknowledging that systemic institutional policies and practices can act as barriers to success. Examining, interrupting, and removing barriers will create conditions that lead to access and opportunity for every student. This equity lens is designed to ensure equitable decisions are made that provide for each student's unique needs.

When making decisions and taking action, we utilize the following questions:

1. Who are the groups affected by this policy, program, practice or decision? What are the potential impacts on these groups?
2. Does this policy, program, practice or decision have unintended consequences, such as ignoring or worsening existing disparities?
3. How have we intentionally involved stakeholders who are also members of the communities impacted by this policy, program, practice, or decision?
4. What information/data are we basing our decision or action upon?
5. How will the impact or outcome be measured?
6. Is the decision/outcome sustainable?