



DISTRICT EQUITY LENS

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 decisions are made in keeping with the District's Equity Non-Negotiables.

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 the people who are 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?

**Educational equity is the intentional allocation of resources, instruction, and opportunities according to need, requiring that discriminatory practices, prejudices, and beliefs be identified and eradicated.*