

# Mansfield School District

## Equity Analysis Tool

**The purpose of this tool** is to engage everyone involved in Mansfield Schools to learn, think and address how race and equity impacts choices in instruction, programming, staffing, funding, and policy. We encourage the application of this tool in any decisions that impact students, staff and families of the Mansfield School District.

**Process:** When using the *Equity Lens*, consider the following questions and consider the impacts on historically marginalized groups and communities:

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 are the barriers to a more equitable implementation of your policy, program, practice or decision? (Consider mandates, politics, emotions, finances, or programs.)
5. How will you mitigate any negative impacts and address any barriers that you have identified?