



Multnomah Education Service District

Board Equity, Diversity, & Inclusion Definitions

Adopted definitions for Diversity, Inclusion, and Equity

Equity

Equity is “the state, quality, or ideal of being impartial and fair. Equity is fairness and justice and assumes that people are not the same, do not have the same resources and start from different places. Equity does not mean that everyone receives the same thing, but that everyone receives what they need in order to not only survive but to thrive.

Diversity

Diversity is the full range of differences and similarities, both visible and non-visible, that make us all unique.

Inclusion

Inclusion is when we intentionally create an environment that invites and welcomes all people as essential in defining organizational policy and practice, and to shape organizational culture.





Multnomah Education Service District

Board Equity, Diversity, & Inclusion Lens

An Equity, Diversity, & Inclusion Lens is a set of questions we ask ourselves to ensure equitable outcomes when we are planning, developing, and evaluating a policy, program, or service. These questions can help to diagnose barriers and identify, measure, and evaluate best practices within access, equity, and diversity.

People

- How are people affected positively or negatively in terms of barriers they experience?
- Who are the racial/ethnic groups affected by this policy, program, practice, or decision? What are the potential impacts on these groups?

Place

- What kind of positive or negative environment are we creating?
- What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic, or managerial)

Power

- How is the power of decision-making shared with those it affects?
- How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice, or decision?

Process

- Does the policy, program, or decision improve, worsen, or make no change to existing disparities or produce other unintended consequences?

Plan

- How will you reduce the negative impacts and address barriers?