ROBBINSDALE Area Schools

MN DEPARTMENT OF EDUCATION

EQUITY MAGNIFIER

Identify who is affected

Who are the, ethnic, socioeconomic, and other marginalized groups impacted by this policy, program, practice, or decision?

Address disparities

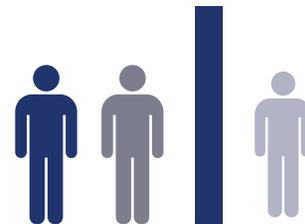Does this policy ignore or worsen existing disparities? Does it produce unintended consequences?

Involve stakeholders

How have stakeholders, especially those from affected communities, been involved?

Identify barriers

What barriers (structural, financial, human, etc.) might prevent equitable outcomes?

TAKE ACTION AND ACCOUNTABILITY

Create mitigation strategies

How will you address barriers and minimize negative impact?

Gather evidence of outcomes

What data (qualitative and quantitative) will you use to measure outcomes?

Collect feedback and adjust

Post-Implementation, how will input from impacted groups be gathered and applied?

Access. Participation. Representation. Outcomes.

EQUITY MAGNIFIER

The Equity Magnifier aims to:

- Center equity in decision-making.
- Serve as a tool for action-planning, implementation, and one-on-one conversations.
- Illuminate blind spots, highlight absent narratives and address unintended consequences.
- Focus on historically underserved and negatively impacted groups.

Key Questions

- **Who is affected?** Consider the racial, ethnic, socioeconomic, and marginalized groups impacted.

- **Disparities:** Does the decision worsen existing disparities or create unintended consequences? Who benefits?

- **Stakeholder Engagement:** How have stakeholders been involved and their input validated?

- **Barriers:** Identify structural, human, financial, or community barriers to equitable outcomes.

- **Mitigation**: How will negative impacts and barriers be addressed?

- **Feedback:** How will input from impacted groups be collected post-implementation?

- **Evidence:** What qualitative and quantitative data will measure the decision's effects?