

Equity Lens Graphic

Equity, Accountability, and Sustainability

Identify how resources are prioritized, and allocate those resources to the most directly impacted. How can you monitor progress for continuous access and improvement?

Intentional Stakeholder Engagement

Intentionally engage with feedback and analysis. How can we partner with students, families, and educators to gather multiple perspectives?

Start with the Issue

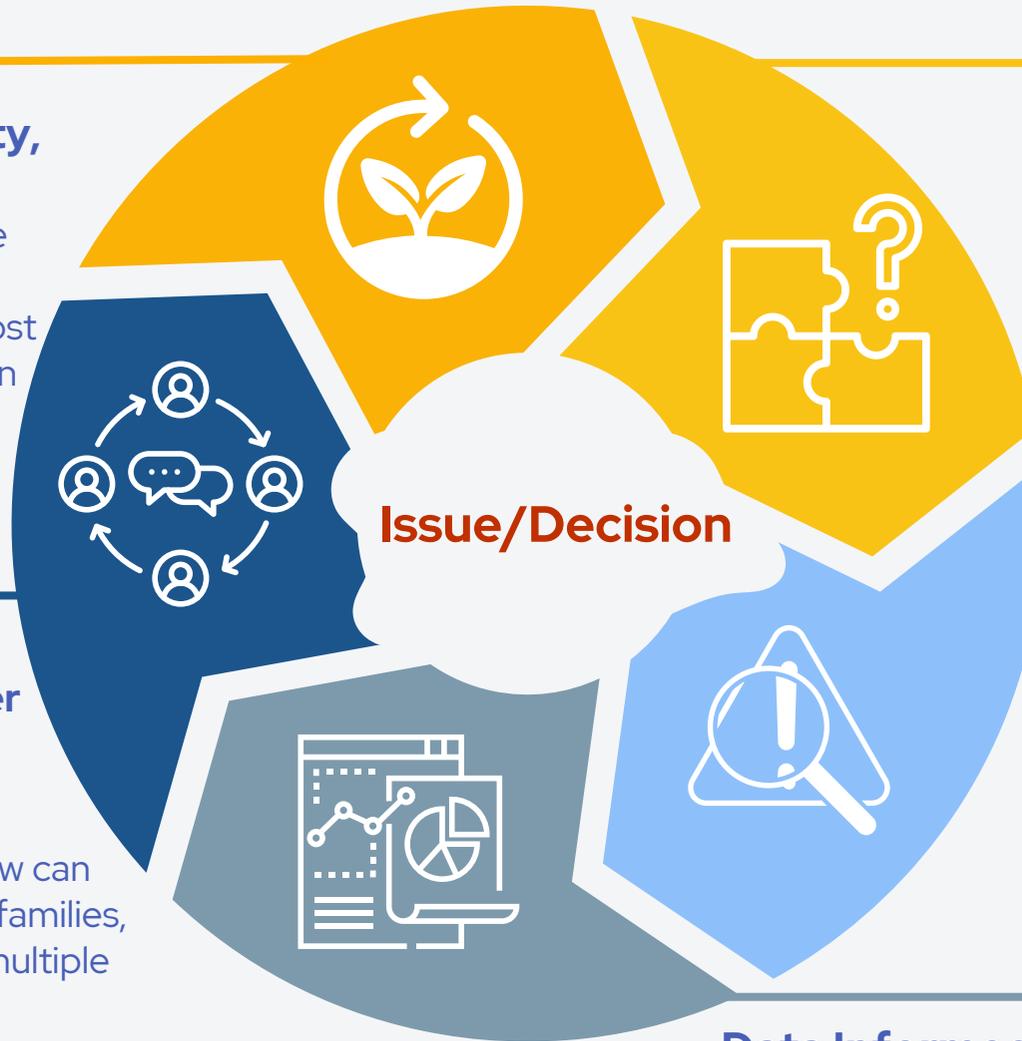
Describe the issue or proposed decision. What relevant details should be included in your framing?

Identifying Barriers

Research the systemic impact of your issue or decision. How does this decision disrupt barriers and/or perpetuate inequities for historically underserved communities?

Data Informed Decisions

Utilize disaggregated data to analyze the bounds and barriers of your problem. Is there missing historical or present context that impacts your stakeholders?



Equity Lens Detailed Procedure

Engage with the questions below for any policy, program, or decision. Begin by describing the problem you intend to solve and any relevant details that are part of the decision's impact. Before answering questions below, ensure access to SCIP goals, focal student demographics, and any disaggregated data that will be useful for your discussion.

What is the Equity Lens?

The Equity Lens is a tool for evaluating decisions at all levels including practices, programs, and policies to disrupt systemic oppression and advance the district's continuous improvement and equity goals.

Identifying Barriers

- How does the decision disrupt barriers in the short and long term?
- How might it worsen inequities or create unintended consequences for historically underserved people?

Data Informed Decisions

- Referencing the disaggregated, intersectional data, what historical context, systemic inequities, or barriers are important to consider who is most being impacted?

Intentional Stakeholder Engagement

- How are you ensuring historically underserved students, families, and educators most impacted by the decision have access and power in the decision-making process?
- Which intersectional focal student identities have not been considered so far?

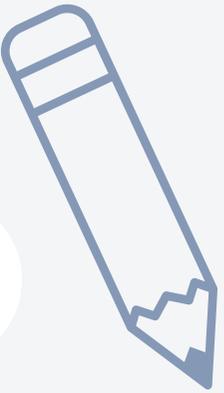
Equity, Accountability, Sustainability

- What resources (materials, personnel, money) can be leveraged to prioritize historically underserved populations?
- What is the plan for implementation, progress monitoring, and continuous improvement within your SCIP goals?





Equity Lens Checklist



Application Checklist:
Answer YES, NO, or UNCERTAIN:

If NO, for any question please go back to the equity lens procedure.

- Have you reflected on your own identities and how personal biases can affect this decision?
- Are decisions based on systemic barriers or root causes from the disaggregated, intersectional data?
- Have you partnered with historically underserved members (students, families, educators) affected by the decision?
- Does this decision address disparities in resources or outcomes?
- Is there accountability for implementation and evaluation?



Understanding Equity Lens Vocabulary

When to Use?

- Navigating Complex School-Based Dilemmas
- ILT Decisions
- Coaching/Cycles of Feedback
- Improvement Goals within your SCIP
- Working with Focal Student Data

Where Can I Find Resources?

- Facilitation Training & Guide
- Pepper Modules
- Scenario Based Workshops facilitated with RESJ
- Mosaic Data & SCIP Data
- Professional Development

Focal Students

As defined by the Student Success Act, focal students include students of color, students with disabilities, emerging bilingual students and students experiencing poverty, homelessness, or foster care. This definition also encompasses other student groups who have historically faced disparities in schools, as guided by the Oregon Department of Education's (ODE) principles of Targeted Universalism and Focal Student Snapshots.

Intersectional

Defined by scholar Kimberlé Crenshaw, Intersectionality is a framework for understanding how multiple social categorizations (like race, class, gender, etc.) combine to create unique experiences of discrimination and privilege. It highlights how these categories don't exist in isolation but rather intersect and overlap, shaping individuals' lives in complex ways.

Historically Underserved

Populations, including racialized student and learner communities, that have faced systemic barriers and disadvantages in accessing and succeeding in educational opportunities.

Educational Equity

Raising the achievement of all students while (1) narrowing the gaps between the lowest and highest performing students and (2) eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories. *(from the PPS Racial Equity Policy narrative)*



