

Policy AAA: LCSD Equity Lens

Date: Sept 2022

BACKGROUND AND VISION FOR EQUITY

The development of a Lincoln County School District Equity Lens began in 2019 when the district put together its first Equity Team. Through the work of the Equity Team, which includes participation from LCSD employees (teachers, administrators and classified staff), community partners and students from each of our high schools, an Equity mission, vision, values, positioning and purpose document was created in 2020. Also in 2020-21, the LCSD Land Acknowledgement was created in order to recognize the sovereignty of the Confederated Tribes of Siletz Indians whose land we live and work on. In 2021-22, the district's first all district Equity Lens was created with feedback from various stakeholder groups. This draft Equity Lens went to the Board at its August 18, 2022 Retreat and eventually, passed as a new district policy in the 2022-23 school year.

HOW WILL THE LCSD EQUITY LENS BE USED?

The Lincoln County School District Equity Lens will be used as a decision making tool when creating, reviewing and implementing school district policies. The Equity Lens will be implemented when decisions regarding equitable resources allocation arise, when policies about student instruction and discipline come into play and for other policy related decisions as appropriate. It will be used by all employees and by all board members just as any other policy is used in the district. An Administrative Rule will be crafted by the superintendent to guide the use of this policy.

EQUITY TEAM PURPOSE STATEMENTS

What is the Vision for Equity for the Lincoln County School District? Through board and policy commitment, our unified vision is to welcome, accept and affirm equitable practices that break down barriers, promote access, voice, and advance ongoing opportunities for an equitable education for all.

Our ultimate purpose is to interrupt faulty educational systems by evaluating and guiding current educational practices, which provide access to diverse voices that eliminate barriers; so that every student attains a premier education in Lincoln County School District.

Through our progressive, consistent and intentional actions, the district's actionable positioning will prioritize our work through equity focused courageous conversations by examining everything through a LCSD equity lens; a lens that develops mindfulness, use of culturally respectful language, builds human capacity and exudes presence.

Our values are: genuine equity and inclusion, moral courage, unapologetic leadership, curiosity, transparency, intentionality, reflection, stakeholder input, cultural responsiveness, measurable action, honoring communities, and egalitarian dignity.

Our mission is to bring forth bold actions through intentional discourse and policy review, current and future, that prioritize data and professional training to assert cultural relevance and representation that provide necessary skills to meet the needs of all students.

Based on Multnomah County's, "5 P's Equity Lens Tool" (2022), the following are the five "Ps" of our LCSD Equity Lens: purpose, people, place, process and power. Each of these 5 "Ps" has an Essential Question to be posed whenever decisions are being made that will affect students' equitable access to education. They are as follows:

1. **PURPOSE (Why):** The purpose of the equity lens is to center equity and inclusivity so that students, families, and systems do not experience barriers throughout our district. Our equity lens will bring access, voice, and visibility of individual identities that promote justice while honoring relationships in a conscious and accountable manner.

Essential Question about Purpose: What past and current experiences may contribute to a system that may further perpetuate barriers to an equitable education at LCSD?

2. PEOPLE (Who): The equity lens is thoughtful in language, respectful of the past and present trauma of marginalized groups, recognizing the struggle for civil rights and equity. The trauma and process our underserved people have endured deserves to be treated with gravity and solemnity.

Essential Question about People: Who are the voices and what are the stories of our historically underrepresented communities that have not been served and recognized for their struggles for civil rights and equity in LCSD?

3. PLACE (Where): The equity lens recognizes environmental and geographical impacts on resource allocation and holds space for access to equitable resources, not hindered by geographic location, socioeconomic status, varying neuro abilities or demographics (culture, race, ethnicity, gender, etc.).

Essential Question about Place: What environmental and geographical impacts are essential in factoring and distributing resources equitably throughout LCSD?

4. PROCESS (How): The equity lens addresses policy barriers and processes through open and honest discourse and decision making which result in empowering, supporting, and reducing the traumatization of people.

Essential Question about How: How are we meaningfully including or excluding people who are affected by the Equity Lens? What policies contribute to exclusionary practices?

5. POWER (What): The equity lens through genuine shared power and authentic shared decision making contributes to strong problem solving and action that moves forward equitable policies, boards, and communities.

Essential Question for Power: What are the visible and invisible benefits and burdens that students and communities experience at the hands of our policies and processes of power?

Lincoln County School District Land Acknowledgement (2021)

We ask that you take a moment to stop what you are doing, to listen to these words as we recognize the land that we currently inhabit. No matter where each of us is physically located in Lincoln County, we must understand that we are on traditional homelands and unceded territories of indigenous peoples. Where we live in Lincoln County, these are the ancestral homelands for the Confederated Tribes of Siletz Indians.

Lincoln County School District acknowledges the Confederated Tribes of Siletz Indians that consists of over 30 bands originating from Northern California to Southern Washington. The Confederated Tribes of Siletz Indians currently occupy and manage 9,310 acres located here in Lincoln County but is a mere fraction of their original 1855 1.1 million-acre Siletz coastal reservation. We must remember the people of the Confederated Tribes of Siletz Indians are and will forever be the first stewards of this land, water, and fish.

We acknowledge and recognize the continued sovereignty of the Confederated Tribes of Siletz Indians and honor their ancestral homelands. We are committed to bringing awareness to their history and the existence of the Confederated Tribes of Siletz Indians since time immemorial.

Email of Equity Team Co Chairs:

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The following references to state law provide the background and legal standing for the school district to implement an Equity Lens as part of its Equity Policy.

References:

1. Multnomah County Oregon “5 Ps Equity Lens Development Tool (2022).
2. Parkrose School District Equity Lens Policy AAA (2017).
3. LCSD Policy AC “Non Discrimintaion”.
4. LCSD Policy ACA “Americans with Disabilities Act”.
5. LCSD Policy ACB “Every Student Belongs” along with ACB ARs (1) and (2) “Bias Incident Complaint Process Forms”.
6. LCSD Policy JB “Equal Education Opportunities”.
7. LCSD Policy JBB “Educational Equity”.
8. LCSD Policy JBAA “Section 504”.
9. ORS 659.850 and ORS 659.852.
10. OAR 581-022-0005, OAR 581-022-2312, and OAR 581-022-2370.
11. House Bill 2697 (2021).
12. House Bill 3041 (2021).