

Parkrose School District Equity Lens

What it is

- A racial equity lens is a set of questions we ask ourselves to make sure we consider whether our actions will result in equitable or inequitable outcomes

When to use it

- When we are planning, developing or evaluating a policy, program or decision

Examples: *budgeting *hiring practices *curriculum adoption
*SUN Club offerings *athletic fees *course offerings
*discipline practices
*event planning (field trips, holiday celebrations, school dances, etc.)

How to use it

For any policy, program, practice or decision, consider the following questions:

- PEOPLE-How are people affected positively or negatively in terms of barriers they experience?
- PLACE-What kind of positive or negative environment are we creating?
- POWER-How is the power of decision-making shared with those it affects?
- PROCESS-Does the policy, program or decision improve, worsen or Make no change to existing disparities?
- PLAN-How will you reduce the negative impacts and address the barriers?

Equity is the action that we as a community take to ensure that every student has the opportunity to achieve. It is the responsibility of our school district to provide each student the access, opportunity and support to meet his or her highest potential regardless of race, gender, socio-economic status, sexual orientation, ethnicity, culture or cognitive ability.

