

Centennial School District Equity Lens

DEFINITION:

An equity lens is a tool for analysis, planning, decision making and evaluation.

OBJECTIVE:

By utilizing a racial equity lens, Centennial School District will utilize a common protocol to:

- Diagnose or analyze the impact of the design/implementation of policies and programs on underserved, diverse and marginalized individuals and groups;
- Identify appropriate accommodations to eliminate barriers;
- Measure whether polices and programs distribute resources equitably;*
- Reflect on practices and progress toward eliminating barriers

PROCEDURE:

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

1. Who are the racial/ethnic and underserved groups affected by this decision and what are the potential impacts on these groups?
2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?
3. How does the decision advance the district priorities?
4. How have you intentionally involved stakeholders who are also members of the communities affected by this decision? Can you validate your assessment in (1), (2), (3)?
5. What are the barriers to more equitable outcomes? (e.g. mandated, political, financial, etc.)
6. How will you mitigate the negative impacts and address the barriers defined above?

This lens can be used to make individual or group decisions but does not intend to delegate individual principal or administrator decisions.

EXAMPLES FOR USE:

- Budgeting
- Hiring practices
- Curriculum adoption
- SUN club offerings
- Athletic fees
- Course offerings
- Discipline practices
- Planning events (e.g. field trips, school dances, holiday celebrations)

*Definition of equity as defined in Centennial School District Equity Policy: The idea that EACH and EVERY learner will receive the necessary resources they need individually to thrive in Oregon's schools no matter what their national origin, race, gender, sexual orientation, differently abled, first language or other distinguishing characteristic.