Objective:
By utilizing an equity lens, a school board aims to (a) provide a common vocabulary and protocol for evaluating policies, programs, practices and decisions for equity and (b) produce policies, programs, practices which result in more equitable outcomes.

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

1. Who are the under-represented groups (federal subgroups) affected by this policy, program, practice or decision? And what are the potential impacts on these groups?

2. Does this policy, program, practice or decision worsen existing disparities or produce other unintended consequences?

3. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision? Can you validate your assessments in (1) and (2)?

4. What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

5. How will you (a) mitigate the negative impacts and (b) address the barriers identified above?

*Courtesy of Portland Public Schools*