

EQUITY-FOCUSED DECISION MAKING

In an equity-focused system, all partners at all levels align around core beliefs, transformative values, collaborative relationships, goals, and actions that move toward the increased achievement of all students and the elimination of racial disparities.

PEOPLE	POWER
<ul style="list-style-type: none"> • Who does this plan, policy, program, practice, or decision intend to serve, and who is actually served? • How does this plan, policy, program, practice, or decision directly address the needs of students of color? • How are specific racial/ethnic groups positively and negatively affected by this plan, policy, program, practice or decision, especially communities of color, including students who are English Language Learners and students who have special needs? What are the potential impacts on these groups? • How are people differently situated in terms of the barriers they experience? • How might some people be traumatized/ retraumatized by this decision? 	<ul style="list-style-type: none"> • Who holds power and who is accountable? • How does this plan, policy, program, practice or decision ignore or worsen existing disparities or produce other unintended consequences? • What are the benefits and burdens that communities experience with this issue/decision? • How does the current issue, plan, policy, program or practice shift power dynamics to better integrate voices and priorities of communities of color? • How does this plan, policy, program, practice or decision support the empowerment of historically marginalized students, families, and communities?
PROCESS	PATTERNS
<ul style="list-style-type: none"> • How are we meaningfully and authentically including or excluding stakeholders, specifically those of color, who are affected by this decision? • What policies, processes, and social relationships contribute to the exclusion of communities of color most affected by inequities? • Which processes are marginalizing our stakeholders of color and how do we improve them? • Are there empowering processes at every human touchpoint? 	<ul style="list-style-type: none"> • What factors may be producing and perpetuating racial inequities associated with this issue? How does this policy, program, practice or decision deepen these inequities or improve them? • Is this decision aligned to our understanding of equity (more for those who need it), NOT equality (giving everything the same thing)? • Is this plan, policy, program, practice, or decision intended to be race neutral or race conscious? • What manifestations of institutionalized racism does this plan, policy, program, practice or decision challenge?
<p>DEBRIEF</p> <ol style="list-style-type: none"> 1. After vetting the plan, policy, program, practice or decision, should it move forward? 2. If yes, what changes will you make in moving forward that could be more equitable? 3. What is the deadline on the changes before moving forward? 	