

March 22,
2023

Decision-Making with an Equity Lens

Today's Agenda

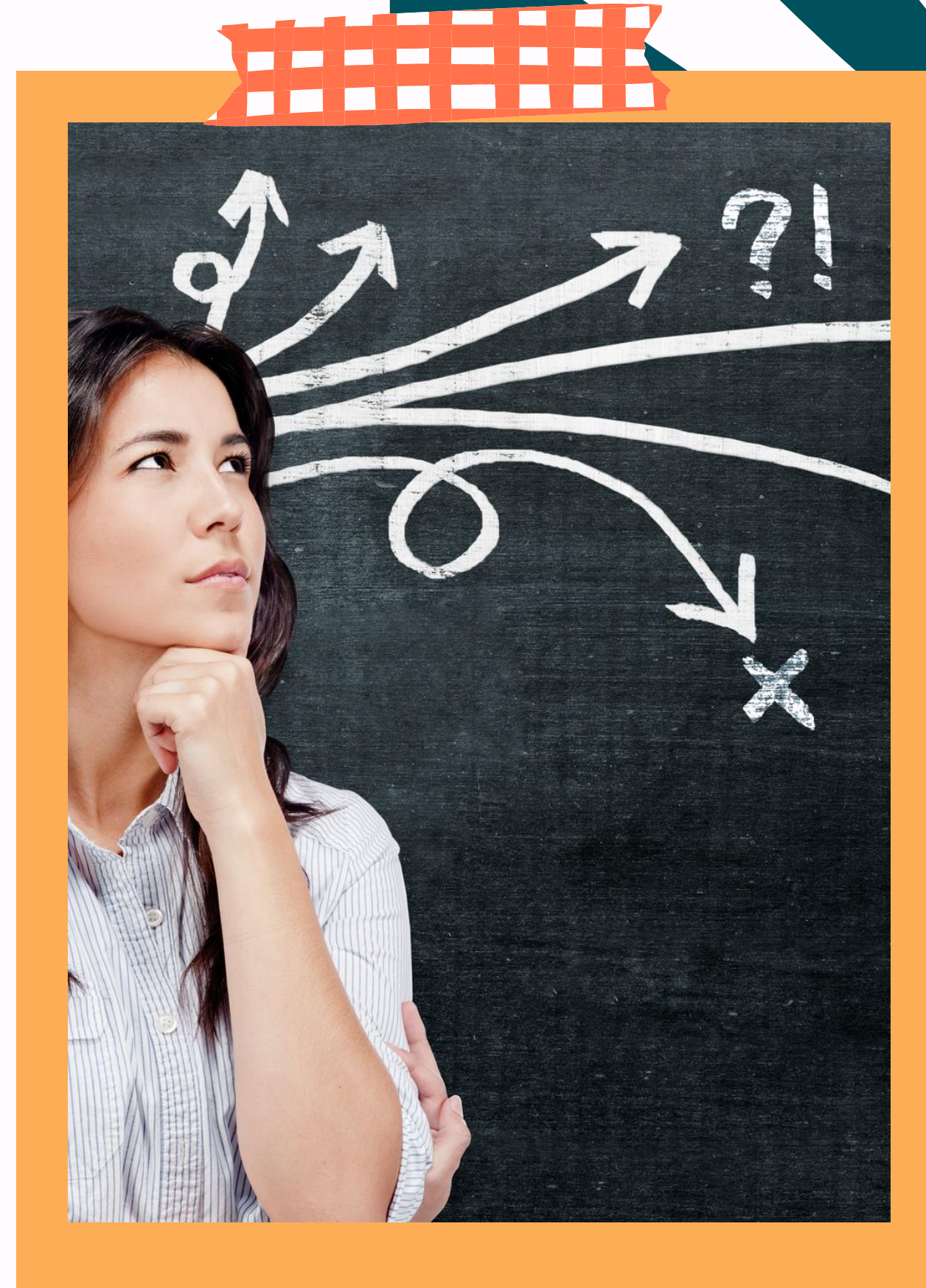
What is an equity lens?

Who uses an equity lens for decision-making?

Why would school districts utilize one?

How would it impact students?

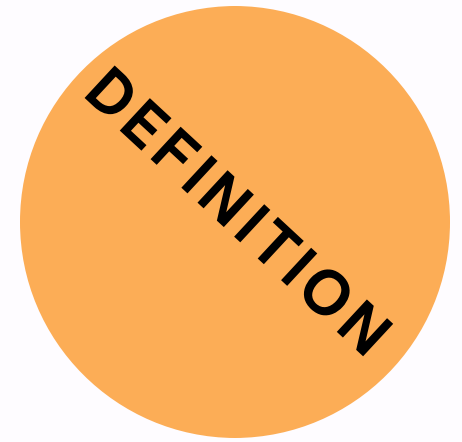
What does an equity lens "look" like?





Arizona School Boards Association

Educational Equity



Educational equity is the fair allocation of resources, based on need, to address opportunity gaps and promote equitable outcomes for every student.



INFLUENCES, CHARACTERISTICS, CIRCUMSTANCES & EXPERIENCES

Race & ethnicity

Gender, gender identity & sexual orientation

Ability- physical & cognitive

Immigration status

Physical & emotional well-being

Basic needs- food & shelter

Safety & security

Stability of home & family

Shared language & culture

Acceptance & understanding

Location & proximity

Resources & support

More...



ACCESS (MEASURES)

- Can they get to school?
- What is the quality of the buildings, teachers and materials?
- What resources and opportunities are offered?
- Are they able to effectively receive instruction?
- Does the environment make them feel included and safe?



OUTCOMES (IMPACT)

- Academics
- Attendance
- Behavior
- Awards & recognition

What is an ✦✦✦ Equity Lens?



An equity lens is a process for analyzing or diagnosing the impact of the design and implementation of policies on underserved and marginalized individuals and groups, and to identify and potentially eliminate barriers.



What is an ☆☆☆ Equity Lens?



Provide a common vocabulary and protocol to produce and evaluate policies, programs, practices and decisions that result in more equitable outcomes



What is an ☆☆☆ Equity Lens?



An Equity Lens is a set of questions districts will ask themselves to assess how a particular policy or practice might impact various groups.



Who Uses an Equity Lens?

1



2



3



Transportation Departments



Healthcare Organizations



Educational Institutions

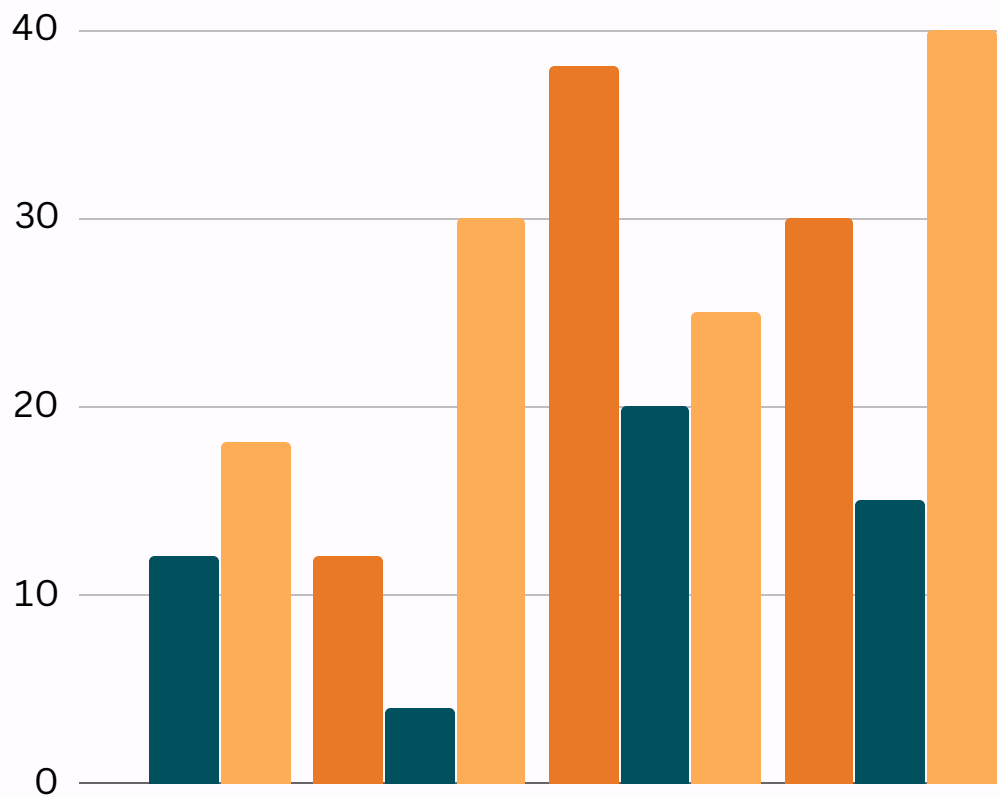


Why would school districts utilize one?



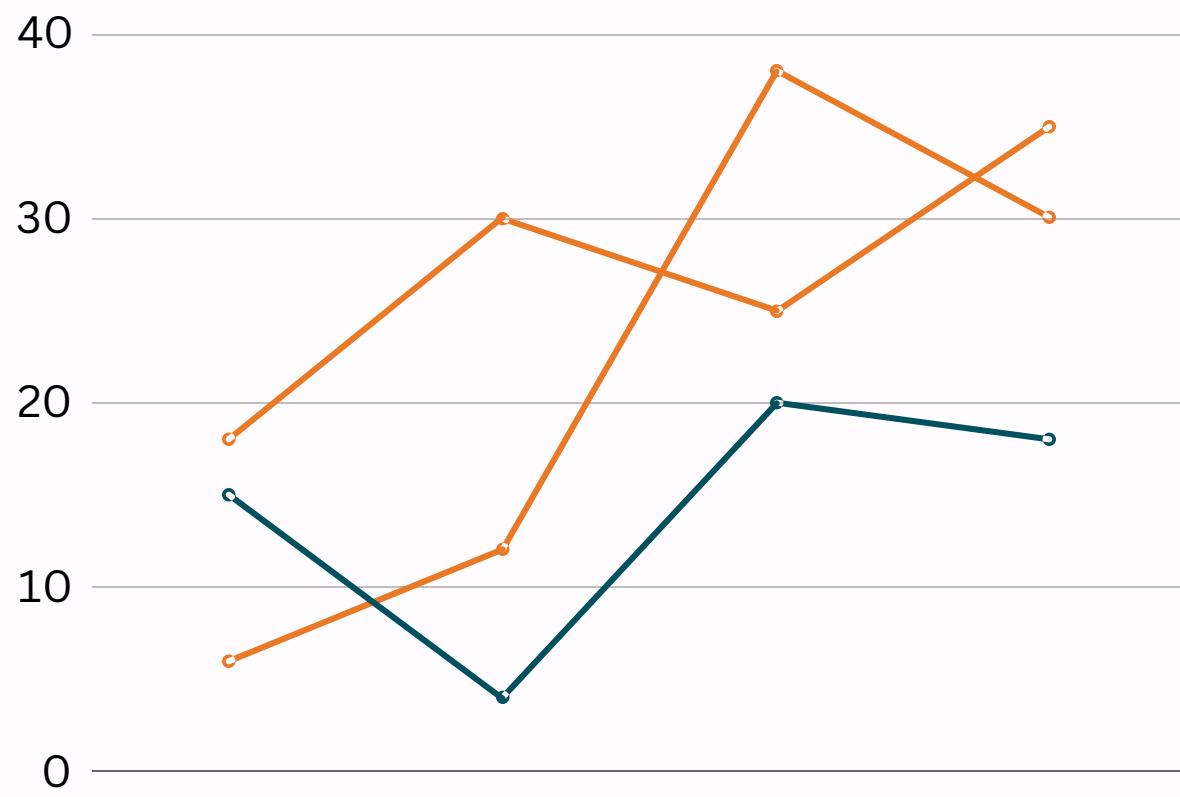
Student Achievement

Every students succeeds.



Policy Development

Every students has access.



Budget Allocation

Every student has what they need to succeed.

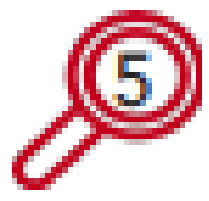


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- Improve student achievement
 - Increase participation in school programs
 - Increase understanding of invisible barriers
 - Allow for intentional decision-making that foresees unintended consequences
 - Hold decision-makers accountable



Student Impact

FOR ANY POLICY, PROGRAM, PRACTICE, DECISION, OR ACTION, CONSIDER THE FOLLOWING QUESTIONS

-  Who are the under-represented groups affected by this policy, program, practice, decision, or action? What are the potential impacts on these groups?
-  Does this policy, program, practice, decision, or action worsen existing disparities or produce other unintended consequences?
-  How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice, decision, or action? Can you validate your assessments in #1 and #2, having considered this stakeholder reaction?
-  What are the barriers to more equitable outcomes (e.g. mandated, political, emotional, financial, programmatic, or managerial)?
-  How will you (a) mitigate the negative impacts and (b) address the barriers identified above?

Thank you!

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