



# Racial Equity Lens

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

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

- 1** Who are the racial/ethnic groups affected by this policy, program, practice or decision? And what are the potential impacts on these groups?

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

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- 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)?

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

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

