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?
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.
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. Transportation Departments
2. Healthcare Organizations
3. Educational Institutions
Why would school districts utilize one?

**Student Achievement**
Every student succeeds.

**Policy Development**
Every student has access.

**Budget Allocation**
Every student has what they need to succeed.
• 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
FOR ANY POLICY, PROGRAM, PRACTICE, DECISION, OR ACTION, CONSIDER THE FOLLOWING QUESTIONS

1. Who are the under-represented groups affected by this policy, program, practice, decision, or action? What are the potential impacts on these groups?

2. Does this policy, program, practice, decision, or action 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, decision, or action? Can you validate your assessments in #1 and #2, having considered this stakeholder reaction?

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?
Thank you!

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