

Equity Decision Tool Pocket Version

Working Draft, September, 2021 *In every decision we make, it is important for us to consider equity and the impact on all students and families, especially those in underserved demographic groups and protected classes. Some key questions to ask about any proposed change:*

STAKEHOLDERS: Who are the different groups of people _____ would affect? How have they been meaningfully engaged? Who has been missed?

PURPOSE: What are we trying to achieve with _____? How would it reduce disparities and advance equity and inclusion? Are there better ways to do this?

INEQUITIES: Would _____ affect different groups differently? If so, in what ways? If we don't know, how can we find out?

NEGATIVE EFFECTS: How could _____ be bad for different groups? What could we do to prevent or reduce negative effects and unintended consequences?

POSITIVE EFFECTS: How would _____ be good for different groups? What could we change or add to increase positive effects on equity and inclusion?

ROOT CAUSES: Why would _____ affect some groups unequally? What could _____ do to address these root causes?

SUSTAINABILITY: Is _____ realistic and adequately funded? Does it have what it needs to be successful?

EVALUATION: How do we measure _____'s success? How can we share that information with people?

Adapted from Terry
Keleher, 2009