

EQUITY LENS FACILITATION TOOL

EQUITY LENS BELIEFS

This tool was vetted by more than 60 organizations and individuals throughout the state, including high school students. Feedback from the organizations added clarity and guided the development of our core beliefs which we've summarized below.

- Every student has the ability to learn
- Speaking a language other than English is an asset
- Special Education Services are an educational responsibility
- Students previously described as “at risk” are the best opportunity to improve outcomes
- Intentional, proven practices must be implemented to return out of school youth to an educational setting
- Supporting great teachers is important
- Ending disparities and gaps in achievement begin in quality delivery
- Resource allocation demonstrates priorities and values
- Shared decision making with communities will improve outcomes
- All students should have access to information about future opportunities
- Community colleges and universities play a critical role in serving diverse, rural and ELL communities
- Rich history and culture is an asset to celebrate

EQUITY LENS GUIDING QUESTIONS

Objective: By utilizing the Equity Lens, we aim to provide a common vocabulary and a guide for decision making. These core questions can guide your work and strategic planning.

1. Who are the racial/ethnic and underserved groups affected? What is the potential impact of the resource allocation and strategic investment to these groups?
2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences? What is the impact on eliminating the opportunity gap?
3. How does the investment or resource allocation advance the 40/40/20 goal?
4. What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)
5. How have you intentionally involved stakeholders who are also members of the communities affected by the strategic investment or resource allocation? How do you validate your assessment in (1), (2) and (3)?
6. How will you modify or enhance your strategies to ensure each learner and communities' individual and cultural needs are met?
7. How are you collecting data on race, ethnicity, and native language?
8. What is your commitment to P-20 professional learning for equity? What resources are you allocating for training in cultural responsive instruction?

Building a culture of equity requires asking questions through an equity lens and creating meaningful space for dialogue to ensure that programs, policies and systems built are done so in a manner in which each learner's needs are met.

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