

EQUITY LENS

PURPOSE

The Kent School District values its rich, diverse schools and communities, and is committed to its mission of “Successfully preparing all students for their futures.” In order to achieve this, the Kent School District will identify and correct practices and policies that perpetuate both the achievement and opportunity gaps as well as institutional bias.

PROCEDURE

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

1

Who are the under-represented student group/groups affected by this policy, program, practice or decision? And what are the potential impacts on these groups?

2

Does this policy, program, practice or decision 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 or decision? Can you validate your assessments in (1) and (2)?

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?

