



Keeping Racial Equity at the Forefront of Our Work

As you conduct fact-finding and develop options, please use this tool from the Portland Public Schools.



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?

- 2** Does this policy, program, practice or decision ignore or 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?

