District 200 Racial Equity Analysis Tool

Why and when to use?

The Racial Equity Analysis Tool provides a required set of guiding questions to determine if existing and proposed policies, resource allocations, curricular programming, professional development are likely to close the opportunity gap for marginalized populations in District 200. Leadership, faculty and staff across the district shall utilize this tool to consistently, deliberately, and thoroughly apply an equity lens to the decision making processes in order to remove structural barriers and provide greater access to opportunity for all students. Additionally, the use of this tool positions District 200 to affirm and sustain the multiple racial and cultural identities of our students.

Step One: Ensure Racial Equity

1. How are specific racial groups being advantaged or disadvantaged by this proposed policy, procedure, practice, or program decision?
2. How does this proposed policy, procedure, practice, or program decision actively address existing racial disparities and advance racial equity within the District 200 school community?
3. What are the present and potential negative impacts of the proposed policy, procedure, practice, or program decision on various racial groups in District 200?

Step Two: Set Outcomes, Identify and Engage Stakeholders
1. What are the desired racially equitable outcomes related to this proposed policy, procedure, practice, or program decision?
2. How will leadership identify and engage racial groups that are potentially advantaged or disadvantaged by this decision, and ensure that underrepresented voices are included in the dialogue relative to this proposal?

Step Three: Data Review
1. What data have been collected and analyzed to help determine the impact of this decision on equity and/or various groups of students and stakeholders?
2. How has leadership intentionally informed stakeholders affected by the policy, procedure, practice, or program decision of the data under review?

Step Four: Evaluate Success Indicators and/or Mitigation Plan
1. How will you evaluate and be accountable for making sure that the proposed action/solution ensures racial equity for stakeholders?
2. What resources are needed to make changes?
3. What is the implementation plan?

*Adapted with the permission of Portland Public Schools, Boston Public Schools, Race Forward, and Seattle Public Schools