

Salem-Keizer Public Schools

Equity Lens

We commit to applying the principle of equity to all policies, programs, operations, practices and resource allocations.

In our decision-making, we must ask ourselves:



PURPOSE

What are we trying to achieve?

Who is impacted by this decision?



INCLUSIVITY

How have people impacted by the decision been included?

Who is excluded in this decision?



BARRIERS

Will there be adequate resources to implement and sustain the decision?

What are the potential consequences of the decision?



OUTCOMES

How would we measure the impact or outcomes?

In applying the equity lens, consider the following:

- Race, ethnicity, gender and culture
- Students with disabilities
- English Language Learners (ELL)
- LGBTQ+ students
- Migrant students
- Students experiencing homelessness