



EQUITY LENS

The Salem-Keizer Public School Board of Directors is committed to the vision: ALL students graduate and are prepared for a successful life. This requires that the School Board attend to the effects of resource allocation, program development, and support systems on ALL students. This equity lens is designed to ensure decisions are made that provide for EACH student's needs so the District's vision can be realized.

Our Collective Commitments:

- Equity in the Salem Keizer School District will not be confused with equality where all students are treated the same. Equity will be attained when the achievements of our historically underserved students match the outcomes of students in the dominant culture, when underserved groups increase in capacity and power, and when barriers to student success have been mitigated or eliminated.
- This commitment means that student success will not be predicted nor predetermined by characteristics such as, but not limited to, race, national origin, religion, disability, geographic location, economic circumstance, mobility, native language, sexual orientation, gender identity, or level of proficiency upon entering our schools.
- The Board will consider the impact of proposed changes on underserved, diverse, and marginalized individuals and groups. Changes in resource allocation, design, and implementation of policies and programs will be considered in light of equitable outcomes.
- Regular data collection and analysis will reveal the effect of resource allocation, policies, and programs on equitable outcomes.
- The Board will
 - adopt an equity lens to guide decisions that come before the board;
 - annually review the policies of the Board, specifically the executive limitations and results policies, to ensure the work of the Board is focused on equitable outcomes; and
 - ensure that the communities of our students who are not achieving desirable outcomes are included in deliberations as decisions are being considered.

Equity Lens Questions:

The Board of Directors will consider the following questions as part of planning and decision-making for new proposals and/or initiatives:

- Does the initiative align with the District mission/vision?
- What data has been used to inform the initiative, and what does the data tell us about our subgroups?
- What subgroups does the decision or initiative affect both positively and negatively?
- How have members of the community been intentionally involved in the decision-making process? What do those people tell us about the proposal that has resulted?
- What are the barriers to more equitable outcomes (e.g. mandates, politics, finances, community expectations, etc.)? How will the barriers that cannot be eliminated be mitigated?
- How does this decision build capacity and power in underserved groups?
- What would it take from the Board for this initiative to be both sustainable and scalable?
- What data would we like collected to inform reflection on the effects of this decision?

The Board of Directors will interact with the following questions as part of implementation reports and initiative monitoring:

- Have there been unintended consequences affecting equity because of this decision, and how have those unintended consequences been mitigated?
- What does the data tell us about the success of our subgroups due to this decision?