## Objective:

We will aim to reduce inequities within the institution, including disproportionality in student outcomes. With this Equity Lens we will develop a common vocabulary and protocol for developing and evaluating policies, programs, practices and decisions to result in more equitable outcomes.



For any policy, program, practice or decision that is being contemplated or evaluated, consider the following questions:

How will you mitigate any negative impacts and address any barriers that you have identified?

Who are the groups affected by this policy, program, practice or decision? What are the potential impacts on these groups?

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What are the barriers to a more equitable implementation of your policy, program, practice or decision?

(Mandates, politics, emotions, finances, or programs.)

HIGHLINE PUBLIC SCHOOLS EQUITY LENS

Does this policy,
program, practice or
decision have
unintended
consequences, such
as ignoring or
worsening
existing
disparities?

How have we involved takeholders

Can the stakeholders **validate** your assessments of groups affected, impacts and unintended consequences?

stakeholders who are also members of the communities impacted by this policy, program, practice or decision?