NEAH·KAH·NIE SCHOOL DISTRICT
Preparing children for an ever changing world

Neah-Kah-Nie School District Equity Lens

An Equity, Diversity & Inclusion Lens is a set of questions we ask ourselves to ensure equitable outcomes when you are planning, developing and evaluating a policy, program or service. These questions will help diagnose barriers and identify, measure, and evaluate best practices within access, inclusion, equity and diversity.

1. How does this decision align with our mission to prepare students to become productive and responsible citizens for an ever-changing world through diverse educational opportunities in partnership with the community? How does this decision support our long-range visionary goals?
2. Who does it impact? Who are the underserved groups affected? Who are the socioeconomic, racial, ethnic, ability, disability, gender identity, sexual orientation groups affected by this practice or decision?
3. Does this policy, program, practice or decision ignore or worsen existing disparities and opportunity gaps? Does it produce other unintended consequences? What are the potential impacts on students, staff, families and community members?
4. How does this decision contribute to a sense of inclusiveness and belonging for all? How does this decision prioritize students and families who have been historically underrepresented or marginalized?
5. How will you reduce the negative impacts and address the barriers? How will you modify or enhance your strategies to ensure each learner and communities' individual and cultural needs are met?
6. What are the barriers to more equitable outcomes? (e.g., mandated, political, emotional, financial, programmatic or managerial)
7. How is the power of decision-making shared with those it affects? How have you intentionally involved stakeholders who are also members of the communities affected by the policy, program, practice, decision, strategic investment or resource allocation? How do you validate your assessment in 2, 3, 4, 5 and 6?
8. How will we follow up to ensure this decision has met its intended outcomes? How will we measure success?