



Equity Lens

Meeting topic: _____

Date of Meeting: _____

In attendance: _____

Notes prior to using the equity Lens:

Equity Lens	Notes of discussion
1a. Who are the racial/ethnic and underserved groups affected by this topic?	
1b. What is the potential impact of the resource allocation and strategic investment to these groups?	
2a. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?	
2b. What is the impact on eliminating the opportunity gap?	
3. How does the investment or resource allocation advance opportunities for	

historically underserved students and communities?	
4. What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)	
5a. How have we intentionally involved stakeholders who are also members of the communities affected by this strategic investment or resource allocation?	
5b. How do we validate our assessment in (1), (2) and (3)?	
6. How will we modify or enhance our strategies to ensure each learner and communities' individual and cultural needs are met?	
7. How are we collecting data on race, ethnicity, and native language around the topic being discussed?	
8a. What is our commitment to P-20 professional learning for equity on the topic being discussed?	
8b. What resources are you allocating for training in cultural responsive instruction on the topic being discussed?	

Conclusions after using this equity lens: _____

Next steps:
