



Racial Equity Tool – Using Best Practices

Racial Equity Best Practices

1. Educate on racial issues and raises racial consciousness

- How does the program, policy, procedure or budget educate about the history and current realities regarding race, racism, and the opportunity gap?
- How does the program, policy, procedure educate and encourage sharing about race and racism, including the connections between individual feelings, experiences and actions and race-related systemic issues?

2. Promote racially inclusive collaboration and engagement

- How have people (staff, families, students and school staff and community members) affected by the policy, program or procedure been involved in the development, implementation and evaluation of the policy, program or procedure?
- How does the program, policy or procedure foster greater participation in schools and communities and promote family and community leadership? Or foster greater engagement in the PSES community?

3. Assess community conditions and set goals for eliminating racial inequity (*Assessment and goal-setting should be a process with community involvement.*)

- Have racial inequities been clearly documented? If not, what is the plan for doing so?
- What are the goals and measures for eliminating racial inequity?
- How will goals be adjusted regularly to keep pace with changing community needs and racial demographics?

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| <p>4. Expand opportunity and access for individuals students, families and school staff</p> <ul style="list-style-type: none"> • How does the program, policy, or procedure increase opportunity and/or access for those who historically have been excluded? This means, more explicitly, who benefits from and/or who is harmed by the program, policy, procedure or budget? • What are the strategies to improve access for ethnically diverse communities, including immigrants and refugees? Are interpretation and translation policies helping to improve access? | |
| <p>5. Focus on and Impact systemic change (An analysis of power and gate-keeping is critical.)</p> <ul style="list-style-type: none"> • How does the program, policy, procedure or budget make changes within the organization to eliminate institutional racism? • What processes are you using to promote accountability? • How are issues of internalized racial oppression and internalized racial superiority acknowledged and attended to? • How does the program, policy, procedure or budget work to address and eliminate structural racism? | |
| <p>6. Develop and implement strategies for eliminating racial inequity</p> <ul style="list-style-type: none"> • What are the overall goals and outcomes? What are the specific strategies for decreasing racial inequity and increasing student achievement? How do the specific strategies work to decrease racial inequity and increase student achievement? • How will strategies be adjusted regularly to keep pace with changing student and family needs and racial demographics? | |

After conducting the analysis:

What are the lessons learned?

What resources are needed to make changes?

What are the next steps?