



We celebrate and honor differences and believe that every student, staff, and community partner should be treated equitably. Our focus is to eliminate disparities among all groups.

Equity:

Just and fair inclusion. An equitable society is one in which all can participate and prosper to allow all to reach their full potential.

Purpose:

Provide a common vocabulary and protocol to produce and evaluate policies, practices, processes, programs, services or decisions that result in more equitable outcomes.

Procedure:

Consider the following four questions for any policy, practice, process, program, service or decision:

1 Who Does It Impact?

- Who are the groups affected?
- What are the potential impacts on these groups?
- How might we be in the way?

2 Who Has the Opportunities and is Included and Who is Not?

- Are existing disparities ignored or worsened?
- Are there unintended consequences?

3 Whose Voices Are at the Table?

- Have we intentionally involved our partners?

4 What Can We Do About It?

- How will we mitigate the negative impacts and address the barriers identified above?

5 Is it Sustainable and Does it Consider Distribution of Resources?

- How does the distribution of resources support our disenfranchised or underserved?
- How does the distribution of funds lead to equity?



Non-Discrimination: LBL ESD prohibits discrimination and harassment on any basis protected by law, including but not limited to an individual's perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, disability, veterans status, or the protected status of any other person with whom the individual associates. [Policy AC](#).

Guidance for Use

Question 1: Who does it impact?

It is important to consider who is impacted by a particular decision. Which groups are impacted and how? What barriers could be causing the impact? Is there something we might be doing that is causing these barriers?

Question 2: Who has the opportunities and is included and who is not?

We need to consider and question who has opportunities and who does not. Are there disparities that are created by our decision? Are existing disparities ignored or worsened? What unintended consequences may happen with the decision?

Question 3: Whose voices are at the table?

Do we have all of the individuals at the table that should be? How are we intentionally involving our partners? If there is a barrier to participation, how can we remove the barrier to encourage and ensure participation?

Question 4: What can we do about it?

How can we mitigate the negative impacts and address the barriers identified? Are we being conscious of our decision-making and decision-making processes by keeping equity as our priority lens?

Question 5: Is it sustainable and does it consider the distribution of resources?

Are we being sustainable with our distribution of resources? Is our distribution merely equal or are we being conscious of distributing resources based on needs, especially the needs of our disenfranchised or underserved?