

Equity Lens

Think about a specific policy, practice, or teaching methodology (pedagogy/andragogy).

1. Does the item:

- utilize data available on disproportionately impacted populations at ARC?
- identify racial/ethnic, disproportionately impacted, and marginalized groups who are affected?
- identify racial/ethnic, disproportionately impacted, and marginalized groups and how they are affected?
- address eliminating the opportunity gap and serving disproportionately impacted and marginalized populations?
- reflect the equity framework or include key individuals who are part of the process who understand, have been trained in, and practice the equity framework?

2. How have you evaluated it for:

- explicit racial consciousness from an equity perspective?
- explanations or rationales from a deficit frame in order to eliminate and shift that deficit model to an equity frame?
- content that addresses and is sourced from disproportionately impacted and marginalized communities?

3. How have stakeholders who are also members of the communities affected been intentionally involved?

4. What are the support systems for equitable outcomes?

5. What are the barriers to equitable outcomes?

6. Who is accountable for the outcomes?

7. Which strategic goal or goals will it advance?



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