

Selkirk School District Racial Equity Analysis Tool

Questions adapted from *The Annie E. Casey Foundation* guidance

It is the responsibility of the Selkirk School District to provide access and opportunity for every student and to eliminate racial inequality in our educational system. The Racial Equity Analysis Tool lays out a guiding set of questions that may be considered in the development, implementation, or evaluation of significant policies, programs, or practices. According to the Annie E. Casey Foundation report, “*many racially inequitable impacts are produced inadvertently, through processes and choices that may not even explicitly address race, may appear race neutral, or may even be offered to address racial disparities. That’s why it is important to pause and assess specifically what kinds of racial outcomes are likely to be produced by the work...*”.

Proposed Policy/Program/Practice: _____

Facilitator Name & Date Completed: _____

Please mark the type of decision:

____ Applicable Policy

____ Program

____ Professional Dev

____ Procedure

____ Budget Issue

____ Hiring & Staffing

Answer the following 5-Question Equity Analysis:

1. **Who are the racial/ethnic groups in the Selkirk School District?** For this policy/program/practice, what results are desired and how will each group be affected

Racial/Ethnic Groups	Desired Outcomes?	How will this group be affected?

2. **Do current disparities exist by race/ethnicity around this issue or closely related ones?** __Yes __No
If YES, please answer the following: How did disparities get that way? How will disparities be impacted by this policy/program/practice?

3. For this focus what strategies are being used and how will they be perceived by each group?

Racial/Ethnic Groups	How will this policy/program/practice be perceived?

4. **Are the voices of all groups/stakeholders affected by the action at the table?** __Yes __No
If no, please elaborate.

5. **Do the answers to #1 through #4 work to close the gaps in racial disparities in a culturally appropriate, inclusive ways?** __Yes __No

If not, how should the policy/program/practice be revised? If so, how can this be documented and evaluated?