



Every Student Matters, Every Moment Counts

Morton School District #214

Home of the Timberwolves!

PO Box 1219 ~ Morton, WA, 98356

p: 360-496-5300 ~ f: 360-496-5399

www.morton.k12.wa.us

[@MortonSchoolDistrict214](https://www.facebook.com/MortonSchoolDistrict214) ~ [@MSD21214](https://twitter.com/MSD21214)

Morton Jr/Sr High School

152 Westlake Ave. ~ Morton, WA, 98356

p: 360-496-5137 ~ f: 360-496-6035

Morton Elementary School

400 Main Ave. ~ Morton, WA, 98356

p: 360-496-5143 ~ f: 360-496-0327

Racial Equity Analysis Tool

It is the moral and ethical responsibility and a top priority for the Morton School District to provide equity access and opportunity for every student, and to eliminate inequities in our systems.

Research indicates that racial disparities exist in virtually every key indicator of child, family, and community well-being. Individual, institutional, and structural impacts of race and racism significantly affect key life indicators of success. This Racial Equity Analysis Tool lays out a process and a set of questions to guide the development, implementation, and evaluation of significant policies, initiatives, professional development, programs, instructional practices, and budget issues to address the impacts on students, staff, and the community by the Morton School District (MSD).

The concept of racial equity goes beyond formal racial equality, where all students are treated the same, to fostering a barrier-free environment where all students have opportunities to achieve. This means differentiating resource allocations within budgetary limitations to serve students with the support and opportunities they need to succeed academically.

Why and when should I use it?

- ☐ Use this tool to create an equity lens for educational leaders. The Racial Equity Analysis Tool provides a set of guiding questions to determine if existing and proposed policies, budgetary decisions, programs, professional development, and instructional practices are likely to close the opportunity gap for specific groups in MSD.
- ☐ Apply the tool to decrease the opportunity gap and increase positive outcomes for all.

School/Department/Program _____

Facilitator _____ Date _____

Group Members _____

Are you: Making a new decision? ____ Yes ____ No

Reviewing an existing decision? ____ Yes ____ No

Have you had any equity training from MSD? ____ Yes ____ No

How many times have you used this tool? ____

Mark the type of decision: ____ Policy ____ Program ____ PD ____ Procedure ____ Budget ____ Staffing

The Morton School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Jenna Haselwood, P.O. Box 1219, Morton, WA 98356; (360) 496-5137 (Title IX); Tami Muth, P.O. Box 1219, Morton, WA 98356; (360) 496-5143 (ADA Coordinator/Compliance Coordinator for 28A.640 and 28A.642); Becky Brooks, P.O. Box 1219, Morton, WA 98356; (360) 496-5137 (Section 504); Jenna Haselwood, P.O. Box 1219, Morton, WA 98356; (360) 496-5137 (Harassment, Intimidation and Bullying Compliance Officer)

Racial Equity Analysis Tool

Glossary

Race: Race is a powerful social idea that gives people different access to opportunities and resources.

Individual racism: Pre-judgment, bias, and stereotypes about an individual or group based on race.

Institutional racism: When organizational programs or policies work to the benefit of certain racial groups and the detriment of people of color, usually unintentionally or inadvertently.

Structural racism: The interplay of policies, practices, and programs of multiple institutions leads to adverse outcomes and conditions for people of color compared to members of other racial groups.

Accountable: Responsive to the needs and concerns of those most impacted by the issues you are working on.

Educational and Racial Equity: Providing equitable access to opportunities, resources, and support for every child by intentionally recognizing and eliminating barriers, as well as the predictability of personal and academic success based on race, background, and/or circumstance.

Racial Inequity: When communities of color do not have access to opportunities, a person's race can predict their social, economic, and political opportunities and outcomes.

Stakeholders: Those students, families, and community groups impacted by the proposed policy, program, or budget issue.

Culture: The ways we live our lives; including values, language, customs, behaviors, expectations, ideals governing childrearing, the nature of friendship, patterns of handling emotions, social interaction rate, notions of leadership, etc.

Expected Outcomes: A measurable result that is planned for.

Racial Equity Analysis Tool

Step 1 - Set Outcomes, Identify, and Engage Stakeholders

Leadership sets key racially equitable outcomes and engages stakeholders.

1. What does your school/department/program define as racially equitable outcomes related to this issue?
2. How will leadership communicate key outcomes to stakeholders for racial equity to guide analysis?
3. How will leadership identify and engage stakeholders: racial/ethnic groups potentially impacted by this decision, especially communities of color, including students who are English language learners and students who have special needs?

Step 2 - Engage Stakeholders in Analyzing Data

Stakeholders gather and review quantitative and qualitative disaggregated data and specific information to determine impacts or consequences.

1. How will you collect specific information about the school, program, and community conditions to help determine if this decision will create racial inequities that would increase the opportunity gap?
2. Are there negative impacts for specific student demographic groups, including English language learners and students with special needs?

Racial Equity Analysis Tool

Step 3 - Ensuring Educational and Racial Equity, Determine Benefit or Burden

Stakeholders collaborate to analyze how this policy/decision/proposal/initiative/budget issue will increase or decrease educational and racial equity.

1. What are the potential benefits or unintended consequences?
2. What would it look like if this policy/decision/initiative/proposal ensured educational and racial equity for every student?

Step 4 - Evaluate Success Indicators and/or Mitigation Plans

Stakeholders identify ongoing measures of success or mitigation plans for negative impacts.

1. How will you evaluate and be accountable for ensuring that the proposed solution ensures educational equity for all students, families, and staff?
2. What are specific steps you will take to address impacts (including unintended consequences), and how will you continue to partner with stakeholders to ensure educational equity for every student?