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Snohomish School District Equity & Inclusion Decision-Making Tool

The purpose of this tool is to engage everyone involved in the Snohomish Schools to learn, think and address how equity and inclusion impacts choices in instruction, programming, staffing, funding, and policies. All members of the Snohomish community should strive to improve equity, and inclusion awareness through all our activities and choices.

Decision Process

I. Pause and Examine:

- 1) Who is involved in making the decision?
- 2) What dimensions of diversity (race, ethnicity, sex, gender identity, sexual orientation, religion, neurodiversity, social class or disability) are represented?
- 3) Based on our group membership, what inherent biases do we bring to the table?
- 4) What institutional powers within the organization are represented? What powers are not?

II. Who is affected?

- 1) What is the composition of the impacted groups?
- 2) If known, what is the existing disparity we are trying to address? What is the data source?
- 3) What dimensions of diversity (race, ethnicity, sex, gender identity, sexual orientation, religion, neurodiversity, social class or disability) are in the impacted group?
- 4) In which ways is the impacted group involved in the decision-making?

III. What are the impacts?

- 1) How will the decision of this group advance equity in our system?
- 2) What evaluation tools and measures do we need to determine the impacts of our decision?
- 3) In what ways could the decision fail to advance equity?
- 4) What are the necessary resources to ensure success?
- 5) What are the potential challenges, structural barriers, or unexpected blind spots?

IV. Reflection

- 1) Did the intended outcome occur?
- 2) What evaluation tools and measures were used to determine the impacts of the decision?
- 2) What are the unintended consequences, positive and negative?
- 3) How was authentic feedback gathered on our process and outcome?

Source:

Academic and Student Well-Being Recovery Plan: Planning Guide 2021
Shoreline School District Equity Tool