

**Objective:** *To support the PSESD's goal of eliminating racial inequity, we will incorporate a racial equity analysis and best practices into program, policy and procedure decisions. Additionally, the PSESD will assist and engage our regional districts in the adoption and use of the Racial Equity Tool in order to close the opportunity gap.*

**We Agree:**

- That in order to eliminate racial inequities, it is essential that race be clearly called out and institutional racism be addressed within our own organization as well as in the broader systems with which we interact.
- That the importance of training and skill building within our organization, departments, and internal and external programs is paramount. Increasing the number of trained and skilled employees, including leadership, staff, board members, etc, will not only help to make improvements supporting racial equity, but will also help to develop an anti-racist culture within our organization.
- To explore and develop a shared understanding relating to racial equity, and we also recognize that we and our external partners are all at different places as individuals, programs, and departments. We are committed to move forward with a focus that is intentional and strategic within our organization and our external partners. We will openly share challenges, successes and lessons learned to help move the sum of our race equity work forward.
- To have collective buy-in to racial equity best practices, we will each take responsibility for using the racial equity tool.
- That how the racial equity tool is implemented and used will differ from program to program, department to department and across our organization. Accountability for implementation and use within our own organization and to our respective communities (children, students, families and schools) will be essential.
- To approach racial equity analyses from an evaluative / continuous improvement perspective, as opposed to a **check list**. We will seek to strengthen programs, policies and procedures until racial inequities are eliminated.
- That if the strategy, practice, policy, or procedure works for our most vulnerable communities, it works for everyone. The reverse however, is not true.
- That we will not let the perceived barriers such as (time, agendas, schedules, etc) prevent us from interrupting patterns of racial inequity.

# RACIAL EQUITY TOOL

**Racial equity tool:** programs, practices, policies and procedures aimed at racial equity will employ the following **racial equity best practices criteria:**

- **Educate on racial issues and raises racial consciousness**
  - How does the program, policy or procedure educate about the history and current realities regarding race, racism, opportunity gap and/or culture?
  - How does the program, policy or procedure educate and encourage sharing about race and racism, including the connections between individual feelings and experiences and race-related systemic issues?
- **Promote racially inclusive collaboration and engagement**
  - How have people of color affected by the policy, program or procedure been involved in its development, implementation and evaluation?
  - How does the program, policy or procedure foster greater engagement in the PSESD community?
- **Assess community conditions and set goals for affecting desired community impact.**
  - Are community conditions, including racial inequities, clearly documented? If not, what is the plan for doing so?
  - How will goals be adjusted regularly to keep pace with changing community needs and racial demographics?  
*Note: to be anti-racist, the assessment and goal-setting should be a process driven by the community. People using the tool should be working with the community.*
- **Expand opportunity and access for individuals**
  - How does the program, policy or procedure increase opportunity and/or access for those who historically have been excluded? This means, more explicitly, who benefits from and/or who is harmed by the program, policy or procedure?
  - What are the strategies to improve access for immigrants and refugees, including appropriate interpretation and translation policies?
- **Affect systemic change**
  - How does the program, policy or procedure make changes within the organization to eliminate institutional racism (including the promotion of accountability)? How are issues of internalized racial oppression and internalized racial superiority acknowledged and attended to?
  - How does the program, policy or procedure work to address structural racism?  
*Note: to be anti-racist, an analysis of power and gatekeeping is critical.*
- **Develop and implement strategies for eliminating racial inequity**
  - What are the overall goals and outcomes of the program, policy or procedure? What are the specific strategies for decreasing racial inequity? How do the specific strategies work to decrease racial inequity?
  - How will strategies be adjusted regularly to keep pace with changing community needs and racial demographics?

**After conducting the analysis, think about:**

What are the lessons learned?

What resources are needed to make changes?

What are the next steps?