

Lane ESD Equity Questions

Equity lens questions are used to ensure that we dismantle systems of oppression and rebuild equitable systems. **We ask ourselves these questions throughout the decision-making process.** The lens interrupts bias and the impact of unintended consequences by understanding the lived experiences and perspectives of the diverse communities we serve. The Equity Lens is a tool to help us analyze our actions and processes to ensure equitable outcomes for Lane County students.

1. Do we have a shared vision and ownership of the equity lens? Have we ensured that everyone clearly understands the importance of the equity lens and how it is used?
2. How does the decision we are making change historical and current inequitable practices and outcomes?
3. What is the organization's goal with this decision? How does it align with our vision, mission, and values?
4. Are the voices of diverse members of the community part of the decision-making process? Who is being included and who are we leaving out?
5. In what ways are we creating a sense of belonging and community. Do students feel beloved, connected, valued, and confident being their authentic selves and how do we know?
6. What systems of racism and oppression might exist within this situation and how will we change them?
7. What equitable outcomes do we want to achieve? What are the barriers to achieving these equitable outcomes and how do we remove them?
8. Who might this decision impact positively and who does it impact negatively? How do we change the conditions so that we don't have any negative impacts?
9. What data are we collecting to ensure that we are on track with our intended goals and outcomes?
10. What does the collected data tell us? What questions do we need to ask ourselves? And are there adjustments we need to make based on the information collected?

Guiding Principles

1. We will use the Equity Lens to guide all the work at the Lane ESD and with our community partners.
2. To be equity leaders and ensure equitable outcomes for students in Lane County, all ESD staff will receive professional development around the historical oppression, racism, and current marginalization of people of color, people with unique and diverse abilities and other underserved populations in Oregon and our country as well as training to use the Equity Lens.
3. We will collaborate and support each other in achieving the vision and mission. Our success is measured by our overall impact on equitable outcomes for students in Lane County.
4. We will create a structure to hear student voices and use these students' input to guide the work of the strategic plan and decisions made by Lane ESD.
5. Our strategic plan will utilize accessible and inclusive language. It will be translated into multiple languages and use multimedia to reach all our students, parents, guardians, caregivers, and community members.
6. We are accountable for the vision, mission, achieving our goals, and for reporting our progress toward defined outcomes to our community.

Lane ESD Affirmations

We Affirm ... **that Diversity Makes Us Stronger**

We respect, seek to understand, and honor our differences as assets, not deficits. We engage points of view from diverse sectors of the community including parents, students, families, caregivers, and community partners as they offer unique and creative solutions. Having multiple perspectives will ultimately lead to better outcomes for all students.

We Affirm ... **It's About ALL Students**

Students are often left out of the conversation. Every student belongs and matters, and it is our responsibility to understand the opportunity gaps that currently exist and have historically been in place for our most underserved students. It is our role to intentionally invite and provide space for student voice and agency. Students can help us with our blind spots and have creative ideas and ways in which they see the world and how it applies to them. Using student voice to help guide our strategic directions is imperative.

We Affirm ... **the Power of Relationships**

We understand the importance of having strong relationships and how they can lead to better student outcomes. We build trusting relationships, which enables us to create communities where learners feel beloved, known, valued, and safe. In addition, it encourages trust with our families and communities so that we can have authentic partnerships.

We Affirm ... **the Importance of Acknowledging the Historical Impact of Racism and Discrimination for Diverse Groups of People**

We must learn and understand the historical context of where we live and work, locally, nationally, and globally. People's unique identities, cultures, experiences, and abilities must be acknowledged and included. We must work to dismantle systems of oppression including racist and discriminatory policies and practices. We intentionally rebuild these systems in partnership with our communities that have traditionally been underserved.

We Affirm ... **Strength-Based Approaches**

We involve diverse communities in critical decisions that informs our strategic directions. We recognize that our diverse communities bring with them a wealth of knowledge, experience, strengths, talents, and solutions. It's important that we are reflective in our practices, that we challenge our own thinking, and that we are courageous enough to be vulnerable in our learning. A shift in mindset from deficit to strength-based thinking is critical.

We Affirm ... **Accountability**

It's important that we have systems in place that hold ourselves, our organization, and our community partners accountable for ensuring that everyone is trained on equity, diversity, and inclusion and that our beliefs are transformed into action. It is an imperative part of building an organization that is focused on creating equitable opportunities and outcomes for Lane County students. We collect data, we analyze it, we are transparent with it, and we pivot to ensure the success of our students. As students and family's needs change, we evaluate our systems to meet those needs.

This Equity Lens will guide the work of the Lane ESD Board of Directors as they develop, implement, and support the Strategic Plan. They will be accountable for its success.
