Educational Equity Objective

We will reduce inequities within the institution, including disproportionality in student outcomes. With this Equity Lens, we will develop a common vocabulary and protocol for developing and evaluating policies, programs, practices and decisions to result in more equitable outcomes.

For any policy, program, practice or decision that is being contemplated or evaluated, consider the following questions:

1. Who are the groups affected by this policy, program, practice or decision? What are the potential impacts on these groups?
2. Might this policy, program, practice or decision have unintended consequences, such as ignoring or worsening existing disparities?
3. How have we involved stakeholders who are also members of the communities impacted by this policy, program, practice or decision?
4. How might the stakeholders validate assessments of groups affected, impacts and unintended consequences of this policy, program, practice or decision?
5. What are the barriers to a more equitable implementation of the policy, program, practice or decision? (Mandates, perspectives, finances or programs)

How will we mitigate any negative impacts and address any barriers identified?