



## Racial Equity Analysis Tool

The Bethel School District Racial Equity Analysis Tool is a critical thinking tool which is applied to the internal systems, processes, resources and programs of BSD to create increased opportunities for all students by evaluating burdens, benefits and outcomes to underserved communities. Through consistent utilization of the Racial Equity Analysis Tool, we intend to strengthen our strategies and approaches toward more equitable outcomes for every student.

The following questions are a guide and will be considered when making decisions and contemplating our strategies.

1. What is the overarching purpose of the policy/procedure?
2. Describe the proposed action, desired results and outcomes, and connection to BSD's Vision: Every Bethel student: Confident, competent, compassionate and prepared for a world yet to be imagined.
3. Which racial/ethnic groups could be inequitably affected by this policy/practice? How?
4. Which racial or ethnic groups may have the most concerns with this policy/practice? Why?
2. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision?
  - a. Is there stakeholder support or opposition to the proposal? Why?
3. How does the proposed action expand opportunities for racial equity and social justice?
  - a. Who are the demographic groups affected?
  - b. How will each group be impacted/affected by the decision or action?
  - c. Are there any potential unintended consequences for specific groups/populations? Are there strategies in place to mitigate any negative impacts?
4. Does the proposed action address barriers to equitable outcomes?
  - a. How will you track progress toward reducing disparities?
  - b. What information/data are you basing your decision or action upon?
  - c. What data or metrics will you collect/use to track impacts of the proposed action on the identified populations
5. What information/data are you basing your decision or action upon?
  - a. What data or metrics will you collect/use to track impacts of the proposed action on the identified populations
6. Describe any changes you have made or will make to the action after applying this lens