

Equity-Focused Decision-MakingLevel #1

What problems are we trying to solve, for whom and by when?

- Identify the groups who are predictably and systemically oppressed by current policies and practices.
- Persistently centralize the lived experiences, strengths and needs of students and staff from underserved communities.



Who is at the decisionmaking table?

- ✓ Are diverse people and perspectives represented with power and agency?
- √ Is it safe to disagree?
- ✓ Who is silenced, muted or ignored?
- Which cultures and ways of communicating are dominant and valued?

Does this solution actually work for the most marginalized and

03

✓ We don't know unless we ask and learn from and with the communities for whom we make decisions if our solutions (from places of power and privilege) actually work as intended.

vulnerable students and staff?

 Conscious leaders meaningfully communicate with and engage people who are most adversely affected.

What are the plans for ongoing data collection, analysis and publicizing progress, results and course corrections during and after the decision?

 Accountability for equitable outcomes is the crux of social justice for all educational leaders.



04