UPSD Equity Analysis Principles

UPSD is committed to working toward a more equitable system that serves all students well. The following questions are derived from eight (8) basic principles for equity literacy. These principles are rooted in the idea that equity is more than a list of practical strategies. Rather, equity is a lens we commit to use when making decisions, solving problems, initiating change, etc.

As we look to improve our system, the following questions can be used as a tool to help guide our thinking and decision-making. Our ability to effectively filter decisions and plans through such questions is evolving with practice and professional development.

**Key Questions for Promoting Equity**

1. Does this policy/plan/program/change directly confront existing inequity in the system? If so, how? (Direct Confrontation Principle)
   a. What inequities are we looking to confront? (Access or performance? Race, gender, disability, low income or other?)
2. How will this policy/plan/program/change impact marginalized members of our school community? (Prioritization Principle)
3. How does this policy/plan/program/change distribute (or redistribute) resources, access and opportunity more equitably in our system? (The Redistribution Principle)
4. How does this policy/plan/program/change attempt to address conditions and provide support rather than “fix” deficiencies in students? (“Fix Injustice, Not Kids” Principle)
5. How is this policy/plan/program/change based upon evidence for what works to reduce inequities and/or increase inclusiveness? (The Evidence-Informed Equity Principle)
6. Why are we confident that we can accurately answer questions 1-5?