



# Ferguson Florissant Equity Lens

## Guidance for Use

The Ferguson Florissant School District is a community of learners committed to equity and the success of each student. This commitment means that student success will not be predicted nor predetermined by race, ethnicity, family economics, mobility, language, gender, gender identity, sexual orientation, disability, or initial proficiencies or zip code.

Recognizing that each student has a unique identity is central to our work in education. The Ferguson-Florissant School District, school and classroom decisions, policies, and practices affect each student differently depending on the components of that student's identity. Our commitment to equity supports fostering an inclusive and barrier-free environment in which everyone will fully benefit. To that end, the Ferguson Florissant Equity Lens was developed to assist district staff and leaders when making decisions.

The reflective questions were designed to open conversation where issues can be considered from multiple perspectives. There may not be a simple "yes" or "no" answer, and the lens is not intended to be a flow chart of responses. It is, however, intended to cause individuals and groups making decisions to check assumptions, biases, and barriers in order to eliminate practices that lead to perpetuating disproportionate educational results and injustices based on the identifying characteristics of a student or group who are not members of the majority culture.

## Ferguson Florissant School District Equity Lens

When making decisions and taking action, utilize the following questions:

- Does this decision align with the District mission/ vision?
- What systems of oppression might exist within this situation?
- Whom does this decision affect both positively and negatively?
- Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?
- Are those being affected by the decision included in the process?
- What other possibilities were explored?
- Is the decision/outcome sustainable?

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### ***Questions 1: Does this decision align with the District mission/ vision?***

This question asks decision-makers to check for alignment with the District mission and vision.

### ***Question 2: What systems of oppression might exist within this situation?***

This question asks the decision-maker(s) to examine the norms and culture of the organization and look intentionally for systems of oppressions that may be influencing how this situation came to be, how it affects people based on components of their identity, and how those systems influence the decision-maker(s) ability/willingness to act. Traditional dominant culture gender and sexuality roles, rank, and positional power of the decision-maker(s) are examples of systems that may be adding to the experienced oppression of individuals or for whom the organization has traditionally marginalized or excluded.

### ***Question 3: Whom does this decision affect both positively and negatively?***

This question asks the decision maker(s) to analyze which groups will be affected by the decision or action. This includes groups in the dominant culture and those who are not as well as students in the highest achieving groups and the lowest achieving groups.

### ***Question 4: Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?***

This question asks the decision maker(s) to consider the existing disparities between dominant culture and non-dominant culture groups as well as students in the highest achieving groups and the lowest achieving groups and the impact on the decision or action may have on those disparities.

### ***Question 5: Are those being affected by the decision included in the process?***

This question asks the decision maker(s) to consider the voices of those being impacted by the decision or action, including those who traditionally are not represented in decision-making processes and those who are traditionally underserved by decisions and actions.

### ***Question 6: What other possibilities were explored?***

This question asks the decision maker(s) to examine past decisions, actions and results as well as new ideas in order to assure “business as usual” or the perpetuation of disparities is not the intended or unintended outcome.

### ***Question 7: Is the decision/ outcome sustainable?***

This question asks the decision maker(s) to examine the extent to which the decision and outcome can be sustainable, including examining the need for resources and ongoing support.