

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?