

ACPS Equity Policy Review Checklist

Albemarle County Public School Division’s shared equity mission is to end the predictive value of social or cultural factors on student success by working together with families and communities to ensure each individual student’s success (ACPS Equity & Access Initiative: A Call to Action, 2017)^a.

Name: _____

Policy Code: _____

Title: _____

Please return to [Name] by:

Steps:

1. Read the entire policy
2. Review the policy against checklist items 1-4. If you can answer “yes” to #1, “no” to #2, “yes” to #3, and “no” to #4, then the equity threshold has been met; if not, proceed to step 2
3. Make revisions to the policy (see #4)
4. Review the revised policy against checklist items 1-4
5. After the second review, if you cannot answer “yes” to #1, “no” to #2, and “yes” to #3, if you are unsure what changes to make, or if consensus cannot be reached (for group reviews), this warrants referral to an equity review committee (see #5)

Equity Policy Review			
	Yes	No	Comments
1. Will the policy have a <u>positive</u> impact on equity, inclusion and full participation of all people?	<input type="checkbox"/>	<input type="checkbox"/>	
2a. Is there a likelihood of <u>adverse</u> impacts with respect to equity (or are there already adverse impacts)?	<input type="checkbox"/>	<input type="checkbox"/>	
2b. If yes, which “classes” might be affected? [Note: all protected categories in ACPS are listed; however, you may identify subgroups within a broader category who may be adversely impacted]	<input type="checkbox"/> Sex <input type="checkbox"/> Gender (Identity and/or Expression) <input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> National origin <input type="checkbox"/> Disability <input type="checkbox"/> Economic status <input type="checkbox"/> Religion <input type="checkbox"/> Ancestry <input type="checkbox"/> Age <input type="checkbox"/> English language status <input type="checkbox"/> Marital Status <input type="checkbox"/> Genetic information <input type="checkbox"/> Sexual orientation <input type="checkbox"/> All classes <input type="checkbox"/> Cannot identify a specific class		
3. Is there anything in place in the policy or elsewhere to ensure accountability (such as equity-focused benchmarks or data points)?	<input type="checkbox"/>	<input type="checkbox"/>	If yes, describe:
4. Should changes be made to make the policy more equitable and inclusive?	<input type="checkbox"/>	<input type="checkbox"/>	
5. Should this policy be referred to an Equity Policy Review Committee? ^b	<input type="checkbox"/>	<input type="checkbox"/>	

^a Reference: The National Equity Project, <https://nationalequityproject.org/about/equity>

^b The review committee will consist of a panel of at least 3 individuals representing ACPS Staff and Diversity & Equity Advisory Committee (DEAC) members who have received relevant training in using the equity tool