



# The Portland Public Schools Equity & Social Justice Lens

The PPS RESJ Lens is a critical thinking tool used to evaluate decisions and actions that affect students and staff.

When making decisions, consider the following questions and strategies:

1. Describe the proposed action, desired results and outcomes, and connection to PPS mission: Every student by name prepared for college, career and participation as an active community member, regardless of race, income or zip code.
  - a) Is there stakeholder support or opposition to the proposal? Why?
2. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision?
  - a) Who are the demographic groups affected?
  - b)
3. How does the proposed action expand opportunities for racial equity and social justice?
  - a) Who are the demographic groups affected?
  - b)