

### **FIRST LINE OF QUESTIONS**

- Is it good for kids, families and providers?
- Do some kids and families benefit more than others?
- Which kids and families do not have access and why?
  - What data and information is missing?
- Might there be any unintended consequences?

### **Additional Sets of Questions**

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| <ol style="list-style-type: none"><li>1. Who are the racial/ethnic and underserved groups affected? What is the potential impact of the resource allocation and strategic investment to these groups?</li><li>2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences? What is the impact on eliminating the opportunity gap?</li><li>3. How does the investment or resource allocation advance the 40/40/20 goal?</li><li>4. What are the barriers to more equitable outcomes?</li><li>5. How have you intentionally involved stakeholders who are also members of the communities affected by the strategic investment or resource allocation?</li><li>6. How will you modify or enhance your strategies to ensure each learner and communities' individual and cultural needs are met?</li><li>7. How are you collecting data on race, ethnicity, and native language?</li><li>8. What is your commitment to P-20 professionals learning for equity? What resources are you allocating for training in cultural responsive instruction?</li><li>9. Have stakeholders from different racial/ethnic groups – especially those most adversely affected – been informed, meaningfully involved and authentically represented in the development of this proposal? Who's missing and how can they be engaged?</li><li>10. What evidence is missing or needed?</li></ol> | <ol style="list-style-type: none"><li>1. What level of consciousness do colleagues, partners and affiliates possess about the forces underlying inequity?</li><li>2. Who are the people affected by the current structure of oppression? Are they at the table?</li><li>3. Who shapes the dominant narrative about those being served at any given moment? How are different constituents described? How would they tell their story is there a counter-narrative coming from those being served?</li><li>4. What are the specific disparities/inequities we seek to eliminate through this collective focus and action? What barriers stand in the way of achieving more equitable outcomes?</li><li>5. What will an equitable OUTCOME look like? How will we KNOW we have made progress? When do we expect to see results? What is our timeframe?</li><li>6. How safe is it for different people to share their truths here, and how can I foster a culture of safety and relational trust to move forward?</li><li>7. How can I build my practice as a leader for equity, starting with who I am and how I understand my own experiences around oppression?</li><li>8. How can I build the alliances to move forward in making decisions that interrupt reproductive practices?</li></ol> |
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