# Equity Lens Tool

Sherman Elementary PTSA
Prepared by the Outreach and Belonging Committee

2/5/25

The Outreach and Belonging Committee proposes that the PTSA use the following questions to apply an equity lens when making decisions around adding new events/programs or continuing past events/programs. This is meant to be aligned with the Tacoma Public Schools Equity Lens questions.

Event focus:

- Is this community focused or fundraiser focused?

Event audience:

- Who was envisioned when the activity/event/program was designed?
- What groups will be most likely to attend/participate? Least likely?
- Is there anyone who might feel left out of this activity/event/program?

Inclusion brainstorm:

- What barriers exist that may unintentionally exclude children/families? (ability, financial, gender, family structure, language, scheduling)
- Does this event conflict with any major religious holidays/observances?

Feedback loop:

- Is there a realistic way to collect feedback on this activity/event/program? Link in the ROAR post-event, for those who attended, *and* those who did not.
- Who will be responsible for analyzing and reporting the feedback out?