

## Step 3: Apply an Equity Lens

How has equity shown up in this section, and is your solution actually leading to more equitable outcomes? To understand whether your solution met its goals, it is vital to analyze it based on the original problem as identified by the stakeholders who experience it. Often, ideas have unintentional outcomes and consequences; looking critically at these will help us understand whether our solution reinforces existing or creates new inequities, as well. In this step, you will **reflect on the ways that your design team has – or has not – lived out your commitment to equity** through the real work completed in your pilot.

### ▶ **Activity:** Reflect on Equity in Your Pilot

Take time to step back and ensure that your solution has the desired impact



#### Framing

When you have completed a pilot and are considering scaling up your solution to impact more students, it is especially important to ensure your **idea aligns with and actually advances your goals for equity**. Additionally, reflecting back on the path you took to get to this point before you invest in scaling a solution and exposing more students and teachers to it will help to prevent you from repeating mistakes or furthering unintentional side effects.

#### Ensuring Equity & Resiliency

**Equity looks like** honestly reflecting on who has – and has not – helped shape and evaluate your selected solution as well as who did – and did not – benefit from your selected solution.

**Resiliency looks like** continuing to tweak your prototype based on lessons learned from this equity pause. Resiliency also looks like stopping any plans for scale until your design team can confidently say that your process and your early outcome measures meet a high bar for equity.

## Steps to Implementation

Suggested time: 30-60 minutes

1. Gather your team in a room (in-person or virtual) with access to sticky notes or a digital alternative, such as [Google Jamboard](#).
2. As a design team, consider the following questions:

Discussion Question	Notes
Did our pilot positively impact students and teachers – especially those whom we’ve sought to design for?	
Will our pilot advance equity in our district (ensuring that each student has what he or she needs in order to succeed academically and beyond)? What evidence do we have for this?	
How has our process continued to prioritize equity in terms of who we have engaged, what work we have done, and what decisions we have made? Where could we have done better?	
As we prepare to scale our solutions, what barriers to equity do we need to keep in mind? What will it take to address those barriers?	

3. Revisit the work you've done in this unit. If necessary, repeat steps to improve the equity of your process.

Additional research ideas

4. Next, you will step back and reflect on your work for this section with a special focus on the ways that your process is – or is not – promoting equity in your district.

