

What is the Racial Equity Analysis Protocol?

The Racial Equity Analysis Protocol (REAP) is an instrument to be used when school leadership is making decisions that impact students. The expectation is that this protocol is used for every said decision. In turn, should the screening of an idea or initiative (un)intentionally marginalize or negatively impact a group of students, leadership is to adjust the idea/plan, “run” the idea through the REAP again, and check inclusion.

The REAP is not just for new ideas and initiatives. Schools are expected to screen established practices using the protocol as well. Similarly, should established practices prove to marginalize any student group, leadership should amend or end the practice.

Racial Equity Analysis Protocol

1. What is the overarching purpose of the proposal/initiative?
2. Is the initiative or policy resourced to guarantee full implementation and monitoring?
3. Which racial/ethnic groups could be inequitably affected by this policy? How?
4. Which racial or ethnic group will have the most concerns with this proposal or initiative? Why?
5. What unintended consequences could result from the policy (racial inequities or otherwise)?
6. Have stakeholders, particularly those most impacted by this decision, been meaningfully informed or involved in the discussion of the proposal? How did the process go? What was the feedback?
7. What factors may be producing and perpetuating racial inequities associated with this issue? Does this policy or initiative deepen these inequities or improve them?
8. Who (e.g., individual, department, team) is the main

driver for improving racial equity for this particular proposal/initiative?

