

## Racial Equity Analysis Protocol (REAP)

Date: 11-30-22

Department: Curriculum and Instruction Committee

Name of Policy/Plan/Initiative: New Curriculum Policy

Filtered by: Curriculum and Instruction Committee

| Reap Questions  | Reap Responses  |
|---|---|
| 1. What is the overarching purpose of the policy/practice/initiative?   | <b>The purpose is to align our curriculum selection practices with the district per 2021 SB 1.</b>  |
| 2. Is the initiative or policy/practice/initiative resourced to guarantee full implementation and monitoring?   | <b>Yes. (District and State)</b>  |
| 3. Which racial/ethnic groups could be inequitably affected by this policy/practice/initiative? How?  | <b>We are unable to determine this since the District will be making the curriculum decisions.</b>  |
| 4. Which racial or ethnic group may have the most concerns with this policy/practice/initiative? Why?   | <b>We are unable to determine this since the District will be making the curriculum decisions.</b>  |
| 5. What unintended consequences could result from the policy/practice/initiative (racial inequities or otherwise)?  | <b>There are many unintended consequences possible that we cannot control, but we will provide feedback as needed to address those problems.</b>  |
| 6. Have stakeholders, particularly those most impacted by this decision, been meaningfully informed or involved in the discussion of the policy/practice/initiative? How did the process go? What was the feedback? | <b>Stakeholders (parents, teachers, etc) have been informed through the Bear Essentials, Brown Buzz, and Local media due to SB1. No formal feedback directed to the school was collected.</b> |
| 7. What factors may be producing and perpetuating racial inequities associated with this issue? Does this policy/practice/initiative deepen these inequities or improve them?                                       | <b>Yet to be determined.</b>  |
| 8. Who (e.g., individual, department, team) is the main driver for improving racial equity for this particular policy/practice/initiative?  | <b>District and State</b>   |

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| <b>Next Steps</b>  |  |
| 1. After using the REAP for this policy/practice/initiative, should it move forward?                               | <b>Yes, per 2021 SB1</b>   |
| 2. If yes, what changes will you make in moving forward that could be more inclusive?                              | <b>None</b>  |
| 3. What is the deadline on the changes before moving forward?  | <b>NA</b>  |