

## Racial Equity Analysis Protocol (REAP)

Date: 04/20/2022

Department: Racial Equity Committee

Name of Policy/Plan: SBDM By Laws

Filtered by: \_\_\_\_\_

Reap Questions	Reap Responses
1. What is the overarching purpose of the policy/practice?	The SBDM Council of the J. Graham Brown School shall have the responsibility to enhance student achievement through the policies adopted as specified in KRS 160.345.  <b>That a family doesn't have too much voice on the SBDM Council.</b>
2. Is the initiative or policy/practice resourced to guarantee full implementation and monitoring?	<b>Yes</b>
3. Which racial/ethnic groups could be inequitably affected by this policy/practice? How?	<b>None</b>
4. Which racial or ethnic group may have the most concerns with this policy/practice? Why?	<b>None</b>
5. What unintended consequences could result from the policy/practice (racial inequities or otherwise)?	<b>None</b>
6. Have stakeholders, particularly those most impacted by this decision, been meaningfully informed or involved in the discussion of the policy/practice? How did the process go? What was the feedback?	<b>Representatives of the SBDM were involved. All voices were heard.</b>
7. What factors may be producing and perpetuating racial inequities associated with this issue? Does this policy/practice deepen these inequities or improve them?	<b>None</b>

8. Who (e.g., individual, department, team) is the main driver for improving racial equity for this particular policy/practice?	<b>The members, with exception of the principal and assistant principal, are elected to serve on the SBDM. Those other members being teachers, parents, and one middle and high school student. The SBDM is the main driver for improvements.</b>
<b>Next Steps</b>	
1. After using the REAP for this policy/practice, should it move forward?	<b>Yes</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>N/A</b>