



OLYMPIA SCHOOL DISTRICT
EDUCATION FOUNDATION

DEB Policy and Decision-Making Tool

Diversity Policy/Statement

The mission of the Foundation is to empower every student. Access, community, compassion, equity, inclusion, kindness, support and wellness are the Foundation's core values. As such, our commitment to diversity, equity and belonging across race, gender, age, religion, identity, and experience drives us forward every day. Whether through the programs and services we offer Olympia School District students, our organizational practices, or our partnerships, we use an equity lens to make every decision.

Decision Making Tool

1. What policy, procedure, program, or event are we about to decide on? Name policy, procedure, program, decision or event being analyzed?
2. What is the intent of the policy, procedure, program, decision or event?
3. Will the decision we make create unintended barriers or misalign with our DEB goals? Specify below.
4. Which particular group(s) does this policy, procedure, program, decision or event adversely impact in the manner(s) listed above?
5. How can we involve members from the above-mentioned group(s) to better inform and impact this policy, procedure, program, decision or event?
6. What is the outcome and/or recommendation based on this analysis?

Adopted by the Foundation Board of Trustees on Dec. 14, 2021