

# App Vetting Through a DEI Lens

01



## Respect

Does the system respect the identity of our constituents (i.e., students, families, employees)?

02



## Accessibility

Is the system accessible to all community members?

03



## Reflect

Does the system reflect who we are as a school community?

# Does the system respect the identity of our constituents (i.e., students, families, employees)?



## Preferred names

Does the system use preferred names instead of legal names everywhere legal names are not required?



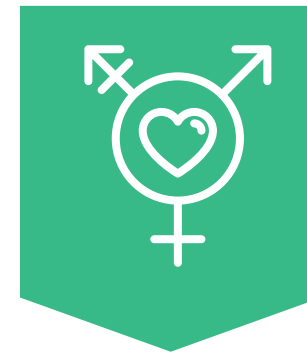
## Inclusive ethnicities

If the system needs to collect ethnicity or other demographic data, does it do so in a way that respects the identities of all community members?



## Treatment of names

Does the system display preferred names in a way that diminishes their importance or could be offensive (e.g., putting them in quotes)?



## Gender

If the system needs to record gender, does it do so in a way that respects the identities of all community members by providing options beyond just M/F?



## Name pronunciation

Does the system offer a feature to assist with name pronunciation, such as recording and/or phonetic spelling?



## Family structure

Does the system accurately label and respect diverse family and guardian structures, including options beyond "parent," "mom," or "dad," and accounting for complex blended families?

# Is the system accessible to all community members?



## Assistive technology

Does it work with (or provide) screen readers, captioning tools, or other assistive technology?



## Neurodivergence

Does it support neurodiverse students?



## Non-native speakers

How does the system work with constituents who are not native speakers of the language(s) used in the app/system?

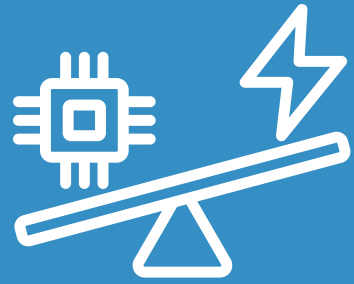


## Connectivity

Do all community members have access to a device and connectivity needed to access the system?



# Does the system reflect who we are as a school community?



## Stereotypes and Bias

Does the system reinforce stereotypes or biases, exclude community members, or make them feel unwanted? Can students see themselves represented?



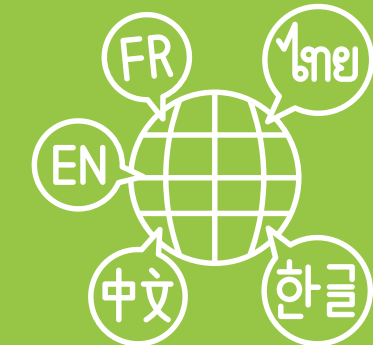
## Offensive language

Does the system use offensive, outdated, problematic, or culturally insensitive language (e.g., terms like "blacklist" or "master/slave")?



## Social-Emotional

Does it support the social-emotional learning and needs of students?



## Language Support

Does the system support multiple languages (if needed in the school community)?



Looking for more great resources? Download the ATLIS DEI framework for technology leaders at [theATLIS.org/dei](https://theATLIS.org/dei)

***Special  
thanks to the  
ATLIS DEI  
Committee***



## ABOUT THE AUTHOR

ATLIS Pillar Award Winner Shandor Simon, the Director of Technology at Beaver Country Day School, is the creator of this resource. After conversations within the DEI committee about vendor vetting, Shandor came up with this framework. You can connect with Shandor on [LinkedIn](#).

The ATLIS community is appreciative of your contributions to this important work. Thank you, Shandor!