



Equity Lens

PURPOSE

Provide a common vocabulary and protocol to produce and evaluate policies, programs, practices and decisions that result in more equitable outcomes.

PROCEDURE

For each thought, decision or practice, consider these questions cycled throughout the process.

1. WHO DOES IT IMPACT?

Who are the racial/ethnic groups affected by this policy, program, practice or decision? What are the potential impacts on these groups?

2. WHO HAS THE OPPORTUNITIES, AND WHO DOES NOT?

Does this policy, program, practice or decision ignore or worsen existing disparities or produce other unintended consequences?

3. WHOSE VOICES ARE AT THE TABLE?

How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision? Can you validate your assessments in 1 and 2?

4. WHO IS INCLUDED OR NOT? WHY or WHY NOT?

What are the barriers to more equitable outcome? (e.g. mandated, political, emotional, financial, programmatic or managerial)

5. WHAT CAN I DO ABOUT IT?

How will you mitigate the negative impacts and address the barriers identified above?

