



# 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?***

