



# 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?**