

# Equity Lens

## Surface Assumptions

- What assumptions are we bringing into the decision?
- What is assumed to be a “non-negotiable” or cannot move?

## Set Outcomes

- What should the outcomes be? (Community, Organization and/or Individual)
- How will they increase or decrease equity?

## Engage Multiple Perspectives

- Who are the stakeholders in this scenario?
- How do we engage or involve those who will be impacted by this policy, decision, or practice?
- How are we meaningfully including or excluding people who are affected?

## Determine Benefit or Burden

- How will this increase and decrease various forms of equity?
- What are the potential unintended outcomes?
- How will you mitigate the unintended outcomes and address the unintended consequences?

## Communicate

- How and when will decisions, policies, and practices be communicated?
- How will you ensure communication takes place in an inclusive, culturally sensitive, and responsible manner?

## Evaluate

- How will you evaluate your decision? (Who, How, When, What)
- What process is in place to use evaluation for learning or improvement?
- Who will we share evaluations with?
- How will you use evaluation and learning to raise equity awareness?