

OBJECTIVE

The purpose of the Equity and Inclusivity Lens is to provide a tool to allow us to make better decisions that result in more equitable and inclusive outcomes.

PROCEDURE

For any policy, program, practice, or decision, consider the following questions:

EQUITY

Equity is defined as the pursuit of justice through acknowledging diversity and actively removing possible discriminatory behaviors and or biases.

& INCLUSIVITY

Inclusivity is defined as making sure everyone feels welcome, valued, and respected, no matter who they are or where they come from.

LENS

WHO

Who are the groups affected? Have we also considered other untapped groups and groups marginalized by systems who might be affected? What are the potential impacts, benefits, and burdens on these groups? How will the outcome be perceived by these groups?

INTENTION

Have we intentionally involved members of the affected groups? Have we sought to maximize a sense of inclusivity and buy-in in the process, and how do we know whether we have?

IMPACT

Have we identified any known disparities connected with the issue in question, and does this decision improve, ignore, or worsen those disparities? Does the decision produce any unintended or negative consequences? If so, how do we address them?

UPLIFT

Are we uplifting the experiences, knowledge, and contributions of historically underrepresented groups with this decision? How so?

BENEFIT

Have we considered how all groups can benefit? Are there additional opportunities to further the benefits of this decision?

TRUST

Does this build trust within our community and with those visiting our home?

CHECK POINT Based on our responses; what revisions are needed in the decision under discussion? Have we also considered all other groups that are being marginalized or underserved who might be affected? What next step is recommended and how will it be advanced? By when?

NOTE: If you are not able to answer each question affirmatively, ASK yourself and others WHY until you fully understand the root cause and address it.

