

# DRAFT 4J EQUITY LENS: SHORT VERSION



*An equity lens helps us identify potential impacts on under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers.*

## WHEN APPLYING AN EQUITY LENS ASK YOURSELF (OR YOUR GROUP):

### PURPOSE

What are we trying to do? What is our goal?

### INCLUSION

Who will be impacted and are they being included in the process?

### OUTCOMES

How might this decision **increase, decrease, or ignore** equity?

#### Consider:

Race, gender identity, sexual orientation, LGBTQIA+, religion, age, country of origin, geography, disability, class/socio-economic status, the balance of power, etc.

**Once you've determined what action you will take, ask yourself (or your work group):**

### COMMUNICATION

How will we ensure communication to those affected takes place in an inclusive and culturally sensitive manner?

### EVALUATION

How will we know if we have accomplished our goal?

# DRAFT 4J EQUITY LENS: EXPANDED VERSION

## PURPOSE & ASSUMPTIONS

What are we trying to do?

What is the issue, policy, or process being examined?

What assumptions are we bringing into the issue?

## INCLUSION/REPRESENTATION

Who is included in this process?

Who is not included in this process? And why?

How are we intentionally engaging multiple perspectives?

How have barriers to participation been addressed?

## IMPACT/OUTCOMES

What are the outcomes we are hoping to create?

What are potential unintended outcomes? How will we address these?

Who is being affected by this decision (Policy, Issue, and Process)?

How might this decision increase, decrease, or ignore equity?

Consider: race, gender identity, sexual orientation, LGBTQIA+, religion, age, country of origin, geography, disability, class/socio-economic status, language, the balance of power, etc.

## PROCESS/COMMUNICATION

How and when will the process be communicated?

How will you ensure communication takes place in an inclusive, culturally sensitive and responsible manner?

## EVALUATION/FEEDBACK

Are we accomplishing our initial goal?

What barriers prevented more equitable outcomes? How will you address these?

How will we incorporate this learning next time?

How will feedback from staff and stakeholders be collected?

Who will we share evaluations with?

What did we learn from this?

How will you use evaluation and learning to raise racial awareness?