

Equity Lens

Initial questions:

- Among those with a stake in our mission (considered broadly), who has been historically marginalized or excluded from our field or organization?
- Due to our organization's history, are we presently in right relationship with our community/communities? If not, what steps can we take to repair harm and improve relationships?
- Who is currently marginalized or excluded?
- What policies and practices contribute to exclusion?
- What aspects of our organizational culture contribute to exclusion (e.g., untested assumptions, unexamined behaviors—"how we do things around here," etc.)?
- What policies and practices contribute to inclusion? How can we build on these?
- Which aspects of our organizational culture contribute to inclusion? How can we build on these?
- Does our organization's composition (board, staff, teams, advisory groups, etc.) reflect the diversity of the population(s) we serve?
- How will we embed accountability for equity and inclusion within our organization?
- What are our very next steps?

Questions to apply to decisions our organization is considering:

- Who is currently most impacted by this decision and how will we ensure they are meaningfully engaged in providing input and/or decision-making?
- What specific strategies will we use to involve stakeholders who have been marginalized or excluded?
- How will we make sure our communications are accessible (e.g., plain language, translation, interpretation, online and in person options, etc.)?
- How will we ensure that communications are culturally relevant for specific groups (i.e., through visuals, messages and/or specific outreach strategies)?
- How will we follow up so that everyone involved is informed of the results and can see that their involvement mattered?

"If you have come to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together."

—Lila Watson, Aboriginal elder, visual artist and educator

*In the U.S., marginalized and excluded groups often include:

- BIPOC (black, indigenous, people of color)
- Those who are low-income
- People with disabilities
- LGBTQIA+ people
- Immigrants and refugees
- Older adults
- Women
- Young people
- People who practice religions other than Christianity

Feel free to use and/or adapt this equity lens. I welcome your feedback.
paula@paulamanley.com