



Equity Lens

Procedural Questions

1. *Does this fit with our mission and vision?*
2. Who does it impact?
 - Are all groups considered?
 - Who are the racial/ethnic and underserved groups affected?
 - What are the potential consequences - intended or unintended?
3. What barriers exist?
 - Are we considering mandated, political, emotional, financial, programmatic, or managerial constraints?
4. How are stakeholders engaged?
 - Are voices of each affected community group represented?
5. Is the decision reasonable?
 - Does the decision fit our context?
 - Is there data to support the decision? Is the data reliable and valid?
 - Can the decision be sustained?