

What Is “Equity Lens” Decision-Making?*

Decision-makers ask:

1. By **group membership**, which of your **staff and clients** are experiencing significant impact during this **pandemic**?
2. Which of these and other group identities are:
 - a. On YOUR screen **consistently**?
 - b. You thinking about **every day** as you make decisions, serve others?
3. Which of these groups **are not** on your screen **consistently**?
4. By group membership, what groups are among:
 - a. Those we **serve**?
 - b. Those we **work with**?
 - c. Those we **need to be particularly focused on** as we make decisions in this crisis?

Next, the following questions serve as an “equity/inclusion lens” for decision-making.

By group membership, which groups:

1. **Probably** will have their needs met?
2. **May not** have their needs met?
3. **May face extra** barriers, hurdles and obstacles?
4. Might be **unintentionally, negatively impacted** by this policy, practice or service? Decision?

Seek help: who else would bring needed perspectives, data and ideas? **Include them.**

Reflect and Note:

- By group membership, which groups might we not have been serving as fully as they needed in the past?
- What groups do we need to have “on our screens” consistently during this pandemic and as we transition to whatever is next?

Potential Groups/Communities for Consideration

Age	Disability/Health Status	Family status
Gender identity	Geographic region	Immigration status
Marital/relationship status	Mental health status	National origin
Parental status	Race	Sexual orientation
Socio-economic status	Veteran/Military status	Others...

*Adapted from *Using an Inclusion Lens in Crisis Management: Creating Equitable and Inclusive Policies, Practices and Procedures* by Kathy Obear (2020).