

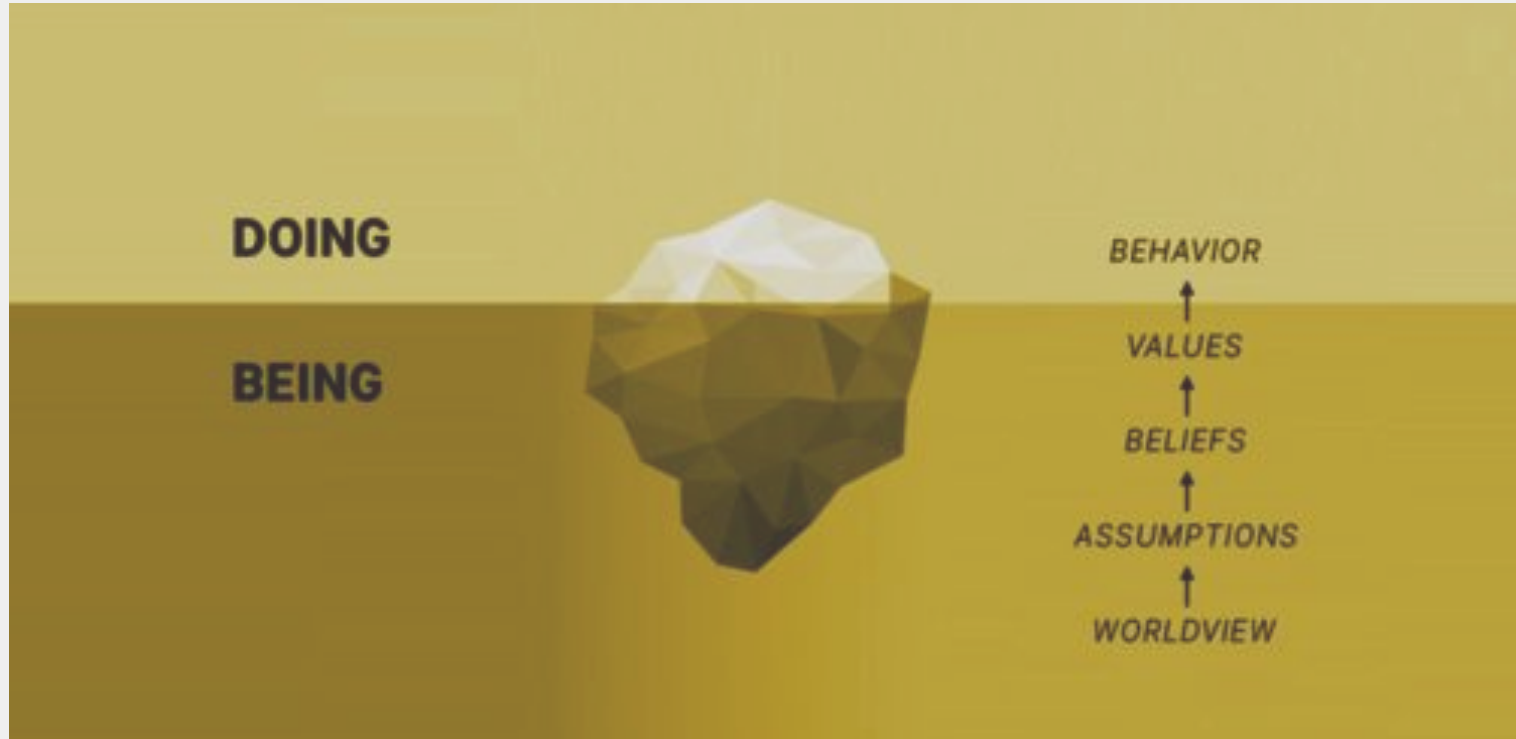
Equity Lens

Foundation

To See Differently

1. Learning - Understanding what it takes to build and sustain a culture to support the vision-- understand the role of self, self to others, and self within systems.
2. Language - What we use to talk about Equity, Inclusion, Anti-racism, and Diversity
3. Vision -- How we want to operate internally and externally of ourselves.
4. Support - Develop the environment that will build and sustain the vision.

The Work Ahead: People



Self Awareness

1. Ask yourself, “**How am I positioned** (relative to privilege and/or oppression) in all aspects of my identities (e.g. race, class, gender, language)?”
2. Ask yourself, “How might these identities **impact** people and our process?”
3. Surface what you don’t know. Ask yourself, “What is **unfamiliar** to me here?”
4. Challenge your assumptions.
5. Ask, “How are **relationships and power differentials** affecting the truth that is told here?”
6. Ask yourself, “**How might I build our capacity** to recognize oppression at play at individual, institutional, and structural levels?”

- How do these questions land for you?
- How do you see them aiding you in the active practice of creating your equity lens?

Discussion Reflections

Equity Lens: Questions to Consider

1. Who are the **people affected** by the current inequity being discussed and are they at the table?
2. What **barriers** are in the way of achieving an equitable outcome?
3. How are people **talking about the problem** they want to solve?
4. Is the conversation leading to **productive action**?
5. What are the specific **disparities/inequities** we are seeking to eliminate?
6. **Leadership** - How is leadership constructed here? What forms does it take? Who is missing? What can we do to make room for different cultural constructions of leadership?
7. **Power** - Who has power here? What is power based on?
8. Who is at the **center of analysis**? How does this impact **what is told and constructed** at any given moment?
9. How do we understand the **forces behind the inequities** we see? What forces are **perpetuating the disparities** we seek to address?

- Reactions to the questions?
- How do they help your work?
- What concerns you about them?

Discussion Reflections

Racial Equity Decisionmaking Questions

1. What is your racial equity goal?
2. How does your goal align with the vision and principles? (NOTE: how does it build community ownership/power)
3. What data do you currently have that can give you a deeper understanding of the issue you're working on as it relates to race, class, and geography?
4. What data gaps exist?
5. Are there opportunities for those most impacted (paying particular attention to communities of color) to be involved in developing, refining, and finalizing the proposal?
6. Is there an opportunity for co-creation with people of color-led organizations?
7. What is your plan for community engagement?

Racial Equity Decisionmaking Questions

8. Based on your data collection and community engagement, what are your strategies for advancing racial equity?
9. How is the proposal designed to respond to root causes (including the disproportionate amounts of environmental pollution, adverse health impacts, displacement, and more, for communities of color)?
10. What are potential unintended consequences and what are parallel strategies for mitigating them?
11. What is your implementation plan (focus on activities, timeline, and who's responsible for which pieces of the plan)?
12. How will you ensure accountability (both to the network/coalition and to those most impacted)?
13. What are your messages and communication strategies that will help advance racial equity?

- Reactions to the questions?
- How do they help your work?
- What concerns you about them?
- Is the use of these questions realistic?

Discussion Reflections

| WORK PLAN FOR ACTION & ACCOUNTABILITY | First Action Today | Next Action (keeps momentum) | Sustaining Action (embeds change) |
|------------------------------------------------------------------------------------------|---------------------------|-------------------------------------|------------------------------------------|
| Learn: Stay informed and seek sources for self-education | | | |
| Exert Influence in our spheres: Work, peers, family, friends, community, networks | | | |
| Support and further this work within your organization | | | |
| Sustain: What is needed to stay engaged? | | | |

Suggested Skill Development Opportunities

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|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| UNCONSCIOUS INCOMPETENCE | UNCONSCIOUS COMPETENCE |
| You wake up and realize that structural racism, and racism exists | You have accomplished an ability to see anti-racist strategies, now you must keep exploring other areas of inequity |
| WHAT YOU CAN DO? Learn your history | WHAT YOU CAN DO? Determine what you don't know and make the effort to learn |
| CONSCIOUS INCOMPETENCE | CONSCIOUS COMPETENCE |
| You know that structural racism and racism exists | You practice new anti-racist and other "-ism" actions, which requires a lot of effort |
| WHAT YOU CAN DO? Learn about <u>YOU</u> | WHAT YOU CAN DO? Develop your toolbox |