

West Multnomah Soil & Water Conservation District

Equity Lens

DRAFT – September 18, 2019 -- DRAFT

When to Use the Equity Lens

- When making key organizational decisions.
- When reviewing or developing organizational policies, programs and practices.
- When identifying and addressing biased behavior toward target groups based on race, ethnicity, gender, sexual orientation, religion and class, among others.

Guiding Principles:

- By working proactively and deliberately to be equitable and inclusive, we will be more successful in our work.
- An inclusive range of voices will produce the richest discussion possible in order to achieve desired results.
- Identify and develop relationships with Partners of diverse backgrounds.
- Listen to understand Partner needs and work toward achieving the goals and outcomes desired by Partners.
- Pause at key points in the decision or program development and use the lens.

Identify Issue:

1. What is the policy, program, practice and/or decision under review?
2. What assumptions are we bringing into this?
3. What are the equity outcomes we are hoping to create?
4. Are there groups experiencing disparities based on social identity that we wish to benefit? Up to this point, have they had a voice?
5. How are we intentionally engaging multiple perspectives? Are we excluding anyone?

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Evaluate:

6. Which of our assumptions form barriers or otherwise decrease equity for groups experiencing disparities based on social identity? Which of our assumptions increase equity?
7. What additional data, assessments and tools for analysis might be useful to more deeply understand the policy, program, practice and/or decision from a range of perspectives?
8. Beside those we intend to benefit, what groups experiencing disparities based on social identity are affected by this policy, program, practice and/or decision? Are they at the table? If not, why not?
9. Are there unintended consequences or outcomes, especially those that negatively impact a group experiencing disparities based on social identity

Reassess/Analyze:

10. Based on our evaluation, what is it we need to do differently before moving forward with the policy, program, practice and/or decision under review?
11. Based on our evaluation, what are the needed revisions to the policy, program, practice and/or decision under review so as to ensure equity and inclusion?
12. How are we going to remove unintended negative outcomes?

Confirm:

Based on what we needed to do differently and our incorporation of needed revisions, did we:

13. Ensure that those we hope to benefit had a voice?
14. Get multiple perspectives from diverse audiences by inviting others to be at the table or soliciting their views?
15. Eliminate unintended negative outcomes?

Reflect:

16. With whom did we share results and feedback? Did we ensure communication takes place in an inclusive, culturally sensitive and responsible manner?
17. How will we use our experience and learning with this lens application to raise awareness of groups experiencing disparities based on social identity?