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. **Probable** 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**

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<tr>
<th>Age</th>
<th>Disability/Health Status</th>
<th>Family status</th>
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<tbody>
<tr>
<td>Gender identity</td>
<td>Geographic region</td>
<td>Immigration status</td>
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<td>Marital/relationship</td>
<td>Mental health status</td>
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<td>Socio-economic status</td>
<td>Veteran/Military status</td>
<td>Others...</td>
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