

Equity Lens

(This document is intended to create new habits around decision-making)



Cultural
Responsiveness

Transparency

Representation, Voice,
& Relationships

Training & Learning

Messaging &
Language

Accountability

We commit to using processes that identify
and instill equity outcomes and include
steps to check and communicate results.

Cultural Responsiveness

- We learn from and relate respectfully with people of our own culture as well as those from other cultures.
- We explore and confront our own biases and privileges.
- We do this work to ensure our community feel safe, supported, and are able to be successful.

Transparency

- We commit to a consistent standard of openness and honesty in our processes and in our relationships.
- We commit to making decision-making processes clear.

Representation, Voice, & Relationships

- We pause to see who is not present and represented.
- We pause to create space for input, sharing and perspective-sharing in all that we do.

Training & Learning

- We support the power to solve problems autonomously, as well as to benefit from the experience of our team.
- We share our ideas and insights without fear of being judged, and expand our knowledge and work together to achieve common goals.
- We pause to identify our learning gaps and commit to educating ourselves.

Messaging & Language

- We commit to using language that fits diverse audiences and matches purpose.