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

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.