

Racial Equity Lens

Surface Assumptions

- What assumptions are we bringing into the issue that may be based in white culture?
- What assumptions are we bringing into the issue?
- What is assumed to be non-negotiable?

Set Outcomes

- What is/are the outcome(s) (measurable/metric driven AND immeasurable/relation/moral) we are hoping to create?
- How will these outcomes increase or decrease racial equity?
- How will these outcomes increase or decrease other forms of equity?
- What is being prioritized over equity?
- Is this priority justified/legitimate and is there a way to advance equity in another way if it's not being prioritized here?

Engage Multiple Perspectives

- How are we intentionally engaging multiple perspectives (racial, gender, economic, geographic)?
- How are we inclusively engaging stakeholders who will be impacted by this policy, decision, or practice before it is put into place?

Attend to Unintended Outcomes

- What are the potential unintended outcomes? How will you address these?
- What barriers exist to more equitable outcomes? How can we remove these?

Communicate

- How and when will the process be communicated?
- How and when will decisions, policies, and practices be communicated?
- How will you ensure communication takes place in an inclusive, culturally sensitive, and responsible manner?

Evaluate

- How will feedback from staff and stakeholders be collected?
- What biases do we bring into our interpretation of feedback?
- Who will we share evaluations with and is it important to share this feedback?
- What did we learn from this, taking into account backgrounds of evaluators and outliers?
- How must we incorporate this learning next time?
- How will you use evaluation and learning to raise racial awareness and equity in general?