Using an Equity Lens

- **Proposal:** What is the policy, program, practice or decision under consideration?

- **Desired Results:** What are the community-level conditions we aim to impact? What are the outcomes we want to achieve?

- **Analysis of Data:** What data do we have? What does the data tell us?

- **Community Engagement:** How have communities been engaged? Are there opportunities to expand engagement?

- **Strategies for Equity:** Who will benefit from or be burdened by this proposal? What are the strategies for advancing racial equity or mitigating unintended consequences?

- **Implementation:** Is the plan feasible? Adequately resourced?

- **Accountability:** How will impacts be documented and evaluated? Are we achieving anticipated outcomes?

- **Communication:** What messages will we use to counter implicit bias? How are we changing the narrative?