5 Questions To Ask Before Analyzing Policy Through an
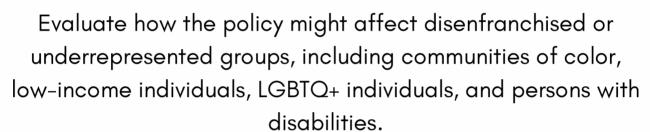# EQUITY LENS

1

WHO BENEFITS AND WHO IS LEFT BEHIND?

Identify the intended beneficiaries of the policy and consider whether certain groups may be disproportionately disadvantaged, disenfranchised or excluded.

2

WHAT ARE THE POTENTIAL IMPACTS ON HISTORICALLY IGNORED COMMUNITIES?

Evaluate how the policy might affect disenfranchised or underrepresented groups, including communities of color, low-income individuals, LGBTQ+ individuals, and persons with disabilities.

3

ARE THERE EXISTING DISPARITIES OR INEQUITIES?

Examine existing data and research to understand any pre-existing disparities or inequities that the policy may exacerbate or alleviate within the targeted communities.

4

IS THE POLICY CULTURALLY RESPONSIVE AND INCLUSIVE?

Assess whether the policy is culturally responsive and inclusive of diverse perspectives, values, and lived experiences within the affected communities.

5

WHAT OPPORTUNITIES EXIST TO ADDRESS SYSTEMIC BARRIERS AND STRUCTURAL INEQUITIES?

Explore potential opportunities within the policy to dismantle systemic barriers and address underlying structural inequities that perpetuate disparities among historically ignored groups.

EQUITY LENS

DISENFRANCHISED OR EXCLUDED

Being deprived of power and/or access to rights, opportunities, and services.

Deny (someone) access to or bar (someone) from a place, group, or privilege.

UNDERREPRESENTED (COMMUNITY)

Consist of individuals holding identities broadly underrepresented or underserved within an institution or field.

DISPARITY

A lack of equality or similarity, especially in a way that is not fair.

INEQUITIES

An instance of injustice or unfairness

CULTURALLY RESPONSIVE

able to understand and consider the different cultural backgrounds of the people you teach, offer services to, etc.

INCLUSION

Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power.

INCLUSIVE

An inclusive group or organization tries to include many different types of people and treat them all fairly and equally.

SYSTEMIC BARRIER

Consists of patterns of behavior, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for racialized persons.