

Applying Equity Lens to Policy Development and Review

What is an equity lens?

An equity lens is a process for analyzing the potentially harmful impact of the creation and implementation of policies on under-served, marginalized, and diverse individuals and groups. In addition, the process also includes identifying, reducing or eliminating barriers and becoming more equitable across diverse individuals and groups of people.

What is the scope of an equity lens?

- Race
- Ethnicity
- American Indians and other indigenous population
- Women
- Persons with disability
- National origin
- Religious expression
- Age
- Gender identity
- Sexual orientation
- Veteran status
- Socioeconomic status

What are the guiding questions for the equity lens?

1. What is the issue, policy, or process being examined?
2. Who is creating or reviewing the issue, policy, or process?
3. What is the purpose of the issue, policy, or process?
4. Who is impacted by the content of this policy, practice, or decision?
5. What are the potential impacts?
6. What are the benefits and burdens?
7. In what ways does this policy, practice, or decision increase or decrease access, equity, and inclusion?
8. Are the people impacted by the policy, practice, or decision included in the development discussion?
9. What are the measurable outcomes of the policy, practice, or decision?

What will be the process of equity lens assessment?

- Policy creation
- Policy review of existing policies
- Make recommendations to improve new or existing policy

Equity Lens Assessment Rubric

CRITERION	EQUITY LENS TOOL	PHASE ONE	PHASE TWO	PHASE THREE
Policy is in accordance with state and federal law	---	Policy has not been established in accordance with state and federal law	Some of the policy has been established in accordance with state and federal law	Policy has been established in accordance with state and federal law
Stakeholders Identified	<i>Who is impacted by the content of this policy, practice, or decision?</i>	No stakeholders have been identified	Some stakeholders have been identified	All stakeholders have been identified
Stakeholder Impact	<i>What are the potential impacts?</i>	No stakeholder impacts has been identified	Some stakeholders impact has been identified	All stakeholders impact has been identified
Stakeholder Input	<i>Are the people impacted by the policy, practice, or decision included in the development discussion?</i>	No stakeholder input has been included in the development of this policy	Informal and segmented stakeholder input has been included in the development of this policy	All relevant stakeholders have been formally involved with the development of this policy
Benefits and Burdens	<i>What are the benefits and burdens?</i>	No benefits and burdens of the policy has been identified	Some benefits and burdens of the policy has been identified	A comprehensive understanding of the benefits and burdens of the policy has been identified
Access, Equity and Inclusion	<i>In what ways does this policy, practice, or decision increase or decrease access, equity, and inclusion?</i>	The policy does not address increases and decreases in access, equity and inclusion	The policy addresses some increases and decreases in access, equity and inclusion	The policy addresses all increases and decreases in access, equity and inclusion
Measurable Outcomes	<i>What are the measurable outcomes of the policy, practice, or decision?</i>	No measurable outcomes have been identified	Some measurable outcomes have been identified or outcomes that have been identified are not measurable	All measurable outcomes have been identified