

Reading Results Equity Lens

- Is this (policy, decision, material, interaction) racist, non-racist, or antiracist?
- How might this (policy, decision, material, interaction) increase, decrease, or ignore equity?

Who does this center? Who does this ignore?

Inclusion/Representation

Who is not included in this work?
What could contribute to this exclusion?
Is shared information accessible to all?
How can I be sure?

Where might I be ignorant in this situation? What are my assumptions?

Information

Where am I getting my background information from? Are these sources rooted in antiracism?
How are we verifying if data is reliable?
Is data disaggregated to encompass wide range of diversity?

Am I soliciting input of the most excluded/most impacted by systemic racism?

Process/Communication

Is the language used accessible and inclusive for diverse audiences?
What efforts will be made to ensure systemically excluded voices are heard and listened to?

Why is this necessary? Is my reasoning rooted in antiracism?

Purpose

What is my ultimate goal? Does this goal increase, decrease, or ignore equity?

When this is over, who benefits? Who doesn't?

Impact & Outcome

How will the end product/goal be evaluated?
What feedback will be solicited to determine if the outcome is equitable? Does this feedback come from a diverse group?