Equity & Inclusion Lens Worksheet

Are the people most impacted and informed meaningfully included in discussions and decisions?

____________________________________________________________________________________

____________________________________________________________________________________

____________________________________________________________________________________

What policies or practices contribute to the exclusion?

____________________________________________________________________________________

____________________________________________________________________________________

____________________________________________________________________________________

What are you already doing to promote inclusion?

____________________________________________________________________________________

____________________________________________________________________________________

____________________________________________________________________________________

Who is accountable for making changes that ensure inclusion?

____________________________________________________________________________________

____________________________________________________________________________________

____________________________________________________________________________________

How does our organization hold accountability to change practices?

____________________________________________________________________________________

____________________________________________________________________________________

____________________________________________________________________________________

Historically Excluded Groups

Native & Indigenous people

People Living in Poverty

People of Color

People with Disabilities

LGBT2SQIA+ people

Immigrants & Refugees

Older Adults

Minority Religious Groups

Women

Youth

Who Else?