



THE NONPROFIT  
ASSOCIATION OF  
OREGON

*Connect. Improve. Advance.*

## Equity & Inclusion Lens Worksheet

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

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What policies or practices contribute to the exclusion?

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What are you already doing to promote inclusion?

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Who is accountable for making changes that ensure inclusion?

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How does our organization hold accountability to change practices?

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### 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?**