Equity Lens Matrix

What is it? An equity lens is a tool to create outcomes that are more equitable.

Why? At NHA we use this equity lens for guiding decision making that centers marginalized/historically disenfranchised peoples and communities, and takes into consideration intersections of gender, race, cultural identity, ability, and class; as well as environmental justice and sustainability.

How to use it: When in discussion and discernment to make decisions, at any level of the organization, use these reflection questions for individual and group decisions.

Initial questions:
- Where is this decision/proposal/idea coming from?
  - Is there implicit bias?
    - Identify it; shine a bright light on it
- Is there a need for this decision right now? What is the priority? Can the timeline for decision-making accommodate gathering more information if needed?
- Is this the best time/place for this decision? Can parts of this decision be made at another time?
- Is it in line with our mission?
- Who are the stakeholders? How will you engage them?
- Do we have the resources or the capacity (budget, time, energy, skills, etc.) to carry out this decision?
- What do we hope the outcome will be?

<table>
<thead>
<tr>
<th>Strategic Plan Category</th>
<th>Power Sharing and Inclusivity</th>
<th>Racial Equity and Anti-Racism</th>
<th>Environmental Justice &amp; Sustainability</th>
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</thead>
</table>
| People                  | • How does this empower marginalized communities?  
  • Are people able to maintain their own personal autonomy?  
  • What are biases/privileges are we bringing to this decision?  
  • How are people who are impacted included in the decision-making?  
|                         | • How does this impact people of color?  
  • Are people of color at the table giving input and part of the decision-making?  
  • Who benefits and who is being burdened?  
  • Is there a disparate impact?  
|                         | • Is it easy for people to participate in environmental activities?  
  • How does this impact people in terms of environmental safety and sustainability?  
| Place                   | • What is the history of the place?  
  • What’s the impact on the place?  
  • Are we furthering historical disparities?  
  • Are we adding value?  
|                         | • What geographic areas are impacted?  
  • Whose land are we on?  
  • Are we supporting people in their communities?  
|                         | • What geographic areas are impacted?  
  • What is the degree of sustainability for each property?  
| Partners                | • How does this empower marginalized communities?  
  • Is there an alignment of values/mission/equity goals?  
|                         | • Who benefits?  
  • Are companies and firms owned by people of color?  
  • Who’s not at the table?  
  • Are they adding a new perspective?  
|                         | • Do they align with our values/mission/sustainability goals?  
  • Do they add value to environmental sustainability?  
  • Can they make accommodations?  
| Process                 | • Who holds the ultimate decision-making authority?  
  • How is the decision being made?  
  • Is it transparent?  
  • Who is being heard? Who is being left behind?  
|                         | • How are people of color involved in the process?  
  • Where’s the proposal coming from?  
  • Who is most impacted by this issue? Are we asking the right questions?  
  • Are the right people at the table?  
  • How do our biases/privileges impact this process?  
|                         | • What is the impact assessment?  
  • What is our carbon footprint?  

Developing a Systems Thinking Mindset with an Equity Frame is an Ongoing, Messy Process

Source materials: Sisters of the Road; Resolutions Northwest; Clackamas Workforce Partnership; Multnomah County, Office of Diversity and Equity; Management Assistance Group