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 identify, 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?

Strategic Plan Category	Power Sharing and Inclusivity	Racial Equity and Anti-Racism	Environmental Justice & Sustainability
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