Impact NW

Equity and Empowerment Lens

THE PURPOSE OF THIS LENS IS TO PROVIDE A TOOL FOR EXAMINING POLICIES, PROGRAMS AND PROCEDURES IN ORDER TO ENSURE THE ADVANCEMENT OF EQUITY AND TRAUMA-INFORMED PRACTICE IN OUR ORGANIZATION AND THE SERVICES WE PROVIDE TO THE COMMUNITY.

PEOPLE

Who is affected by this and how? Are there current disparities that exist and how will they be impacted?

How will different communities with different barriers be affected by this?

Are we considering physical, spiritual, and emotional effects of the decision?

Are people traumatized/re-traumatized by this decision?

PLACE

How are we accounting for people's emotional and physical safety? And their need to feel productive and valued?

Are we considering environmental impacts? Will this reduce current disparities and trauma?

How are resources and investments distributed geographically?

ISSUE/ DECISION

PROCESS

What strategies are being used or considered to reduce disparities? Are we including the voices of the communities?

What policies, processes, and relationships contribute to the exclusion of communities most affected by inequities?

Are there empowering processes at every human touchpoint?

What processes are traumatizing and how do we improve them?

POWER

What are the barriers to incorporating equity and racial justice work?

What are the benefits and burdens that communities experience with this issue?

Who is accountable for this and to whom?

What is our decision making structure?

How can power dynamics be shifted to better integrate voices and priorities of marginalized groups?

Adapted from the Lens provided by the Multnomah County Office of Diversity and Equity Revised October 14, 2014, 2014

