Impact NW Equity and Empowerment Lens

Tool for examining policies, programs and procedures to ensure equity and a trauma-informed practice.

**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?

**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?
- 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
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