

Equity and Vulnerability Lens

High Level Questions

1. What communities (Black, Indigenous, and people of color and vulnerable communities - disability, national origin and gender) will be impacted by our recommendations?
2. What are the historical relationships with impacted communities? How do we work to rebuild broken trust?
3. In what ways have we authentically engaged and informed impacted communities? In particular non-native English speakers and /or undocumented community members.
4. What internal and external factors (policies, practices, procedures, organizational structures) are perpetuating existing inequities or creating new ones?
5. How will impacts be evaluated? What's the feedback loop that will allow to implement changes based on learnings and intended or unintended results?
6. Does the recommendation being made ignore or worsen existing disparities or produce other unintended consequences for Black, Indigenous and people of color and vulnerable communities – disability, national origin and gender?

