

SE Uplift Equity Lens

Purpose of Equity Lens: The purpose of this equity lens is to review decisions on proposals, policies, programs, resources, and partnerships in order to provide equitable access to all Portland communities.

When to Use the Lens:

- When advising on key organizational decisions.
- When advising on organizational policies, programs and practices.
- When identifying and addressing biased behavior toward target groups based on race, ethnicity, gender, sexual orientation, religion and class, among others.

How to Use this Lens:

- Select a person to facilitate the equity lens review.
- The facilitator is responsible for preparing a background document including: history, challenges, context, relevant data and who has been impacted and left out of our processes and resources.
- Review relevant DEIA documents prior to Lens review and identify any materials that should be shared with Lens Review group.
- Set an agenda for the Equity Lens review.
- Conduct the Lens Review and make sure key input is recorded.
- Clarify next steps and solicit feedback evaluating the Lens Review

Equity Lens Discussion Questions

1. Having reviewed the background information provided, what assumptions have been made about this decision?
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2. In what ways will the outcomes of this decision increase or decrease equity?
3. Does this decision engage and/or account for multiple perspectives?
4. What voices are missing from the conversation?
5. What barriers to engagement exist or may result from this decision?
6. Based on this discussion, what changes would you recommend to support more equitable outcomes?
7. What are the next steps to address?