



The Equity Lens

Who
benefits?

- Who benefits from the current system? How?
- Who is disadvantaged by the current system? What is the impact on them?

How is it
systemic?

- How is this a systemic or institutional issue?
- How does this deliver on our vision, mission and values? If not, what was the original intent?

Why does it
persist?

- Why has this not been addressed?
- Is it serving some function, for some people?

Whose
voices are
needed?

- Which stakeholder voices are we missing and need to be brought to the table?

What
needs to
change?

- What would need to change in the current system to provide equitable outcomes?
- Is the needed change within our circle of influence?
- How can we build powerful coalitions to reduce barriers and drive change?