



Racial Equity Lens

What is a Racial Equity Lens?

A racial equity lens is a set of questions we ask ourselves when we are planning, developing, or evaluating a policy, program, or decision. It helps us assess if we are taking in the perspectives of the racially diverse people and communities we intend to serve, and whether our policies and programs are resulting in equitable or inequitable outcomes. An equity lens helps us see where challenges and opportunities exist, so that we can make intentional steps to ensure more equitable outcomes for all individuals and communities.

Racial Equity Lens Tool

1. What is the policy, program, or decision under review?
2. What group(s) experience disparities related to this policy, program, or decision? Are they at the table? If not, why not?
3. How might the policy, program, or decision affect the group(s)? How might it be perceived by the group(s)?
4. Does the policy, program, or decision improve, worsen, or make no change to existing disparities? Please elaborate. Does it result in a systemic change that addresses institutional racism?
5. Does the policy, program, or decision produce any intentional benefits or unintended consequences for the affect group(s)?
6. Based on the above responses, what are possible revisions to the policy, program or decision un review?
7. What next step is recommended and how will it be advanced?

Adapted From:

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