



## Equity Filter

### A Decision-Making Tool

The purpose of an equity filter is to be deliberately inclusive in your decision-making. It introduces a set of questions into the decision to help decision makers focus on equity in both their process and outcomes. The filter questions are designed to create a more inclusive perspective, drawing attention to how the decision holds potential to affect marginalized groups. An equity filter will not tell you what action to take. Rather, the filter helps you discuss and reflect on the equitableness of the action and decision-making process.

#### Presumptions

- What assumptions are we bringing into the issue?
- What is/ are the outcomes we are hoping to create?
- How will these outcomes increase or decrease racial equity?
- How will these outcomes increase or decrease other forms of equity (gender identity, class, sexual orientation, age, ability, faith, etc.)

#### People

- Who is positively and negatively affected (by this issue) and how?
- How are people differently situated in terms of the barriers they experience?

Consider identity: physical, spiritual, emotional and contextual effects.

#### Process

- How are we meaningfully including or excluding people who are affected?
- How are we intentionally engaging multiple perspectives?
- Are there empowering processes at every human touchpoint?

#### Policy

- How does this policy contribute to equity?
- How does this policy contribute to inequity?
- Who does this policy benefit?
- Who does it hurt?

