



Sample Equity Lens for Decision Making

Adapted from Race Forward's [Racial Equity Impact Assessment](#)

Purpose:

- This document is intended to help your organization make decisions through a lens of equity.
- Use this equity lens when making decisions in each department, including:
 - When choosing partners, campaigns and projects to engage/invest in
 - When considering which external events to publicly respond to/participate in
 - When choosing which funding opportunities to pursue
 - And more

Instructions:

- Make a copy of this document.
- Rename it by inserting the date and subject.
- Answer the questions below as best you can.
- Enter the ultimate decision in the box below along with the names of the participants.

DECISION & RATIONALE:

PARTICIPANTS:

1. CONSIDER THE SAMPLE MOMA

Review the sample [ACE MOMA](#) to provide structure for additional conversation and reflection as needed.

2. ORIGIN OF PROPOSAL THAT REQUIRES DECISION

- What does the proposal seek to accomplish?
- Is this related to a funding priority or partner deliverable?
- How urgently does it need to happen?
- What's at stake if we don't do this?

3. IDENTIFYING STAKEHOLDERS

How will (name stakeholders here: staff, board, participants, etc) especially from the list below, be impacted by and concerned with the issues related to this proposal?

- People who are from low income communities
- People of color
- Women
- People who identify as LGBTQIA
- People with physical or cognitive disabilities
- People who are undocumented
- People who are under 18

- Religious groups
- People in future generations
- Add more.....

4. ENGAGING STAKEHOLDERS

- Have youth and stakeholders from groups potentially most adversely affected by the proposal been meaningfully involved and authentically represented (including any internal department groups such as ERG, Diversity/Justice Committees, etc.)
- How have they been consulted?
- If information is missing that is preventing the organization from reaching a decision, how will stakeholders be engaged?

5. CONSIDERING POSITIVE OR ADVERSE IMPACTS

- What positive impacts on your organizations Race, Justice, Equity goals, if any, could result from this proposal?
- What adverse impacts or unintended consequences could result from this project?
- If there are adverse impacts or unintended consequences, please look at the current Race, Justice, Equity goals in the table below and answer the question that follows:

Sample Goals from ACE

Goal 1	Develop ACE's strategy and articulate a vision for our work on race and climate justice
Goal 2	Support youth to build their capacity to understand and articulate the connections between climate change and social justice issues through all of our program offerings and increase the number of youth of color who benefit from these resources
Goal 3	Improve equity internally at ACE, with an emphasis on racial equity
Goal 4	Develop the financial resources, knowledge and network support to effectively reach our goals around race, justice and equity
Goal 5	Establish ACE as a valuable partner in the climate movement on issues of race and social justice

- What forms of feedback could prevent or minimize adverse impacts?

6. EXAMINING THE CAUSES

- Do we have a solution that can help counteract any systemic inequities that may be present in this situation?
- If not, should we still proceed?
- What is at risk if we do proceed (both for the issue and for the organization)?
- What is at risk if we do not proceed (both for the issue and for the organization)?

7. RETROSPECT DEBRIEF (For after a decision is made)

- What were the lessons learned so that we can continue to improve the process?
- Were hidden spots uncovered? If so what?

- Are there standards that can be developed related to dos and don'ts with decisions using this lens? If so, what?