

MESD Board Equity, Diversity & Inclusion Lens

Adopted definition for Diversity, Inclusion, and Equity

Diversity – The full range of differences and similarities, visible and non-visible, that make each individual unique.

Inclusion – An environment that engages multiple perspectives, differing ideas, and individuals from different backgrounds to help define organizational policy and practice, and help shape organizational culture.

Equity – Values “equal outputs” (of performance, achievement, opportunity, resources, etc.) Assumes everyone starts from different places (in terms of history, experiences, opportunities, resources, etc.)

An Equity, Diversity & Inclusion Lens is a set of questions we ask ourselves to ensure equitable outcomes when you are planning, developing and evaluating a policy, program or service. These questions will help diagnose barriers and identify, measure, and evaluate best practices within access, equity and diversity.

PEOPLE

How are people affected positively or negatively in terms of barriers they experience?

Who are the racial/ethnic groups affected by this policy, program, practice or decision? And what are the potential impacts on these groups?

PLACE

What kind of positive or negative environment are we creating?

What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

POWER

How is the power of decision-making shared with those it affects?

How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision?

PROCESS

Does the policy, program or decision improve, worsen or make no change to existing disparities or produce other unintended consequences?

PLAN

How will you reduce the negative impacts and address the barriers?