



VP Program
**Equity Lens -- Suggestions for Diversity,
Equity, & Inclusion (DEI) Practices**

What is an Equity Lens? It is a set of questions we ask ourselves when we plan, develop, or evaluate a program.

Why should we use an Equity Lens? It can help us to identify potential impacts on institutionally underserved and marginalized individuals and groups, as well as identify and potentially eliminate barriers. An Equity Lens *can help create a positive, respectful, and inclusive environment* within our branches.

When should we use an Equity Lens? We can use an Equity Lens when we are planning programs for our branch,

Program planning --

As your VPs Program use an Equity Lens to plan events, members should be encouraged to view programs with an equity lens and raise DEI concerns, and discuss and work through issues when they arise, giving everyone a chance to be heard.

Please ask the following questions when you plan, develop, or evaluate a program:

Purpose/Assumptions:

- What is the program/issue?
- What is our goal for this program?
- What assumptions are we making?
- Are programs planned to attract a diverse group of attendees, considering for example, age, ethnicity, gender identity, religion?
- Are programs planned to include our current membership and guests?

Inclusion/Representation:

- How will we ensure our program presenters communicate in an inclusive and culturally sensitive manner?
- Who is and who isn't included in the process?
- How are we intentionally engaging multiple perspectives?
- How will we ensure all attendees feel welcomed and valued?
- How will the following possible barriers be addressed?
 - Is the venue accessible?
 - Is the time one when most people can attend?
 - Is the event too expensive?
 - Are there any holidays we need to avoid?
 - Have we addressed childcare needs or is the event family friendly?
 - Do we need an interpreter or closed captions?
 - Would a virtual meeting allow greater attendance?

Impact:

- What outcomes do we hope to create?
- What are potential unexpected outcomes?
 - How can we address them?
- How might our decisions increase, decrease, or ignore equity?

Evaluation/Feedback:

- How will we know if we have accomplished our goal? _____
- How can we collect varied feedback about our actions? _____
- What have we learned for the next time? _____