

Principles & Practices of Equity Lens

List the 6 key practices:

- 1: _____
- 2: _____
- 3: _____
- 4: _____
- 5: _____
- 6: _____

Recognizing the Dynamics of Different Equity Lenses

Fill in the blank:

It is the role of the Board and nonprofit leadership to establish the tone of the organization to embrace _____ in order for the organization to progress.

Recognizing the Dynamics of Different Equity Lenses

There are 4 levels where equity comes into play:

- 1) On the personal level, it should be the aspiration of your organization to provide educational opportunities to all stakeholders in order to promote the equitable treatment of all regardless of race, gender, age, ability, etc.
- 2) On the interpersonal level Boards and leadership of nonprofits should foster relationships between stakeholders that embrace these differences. Educational opportunities might include training on unconscious/implicit bias and microaggressions. Engaging stakeholders with exercises that help them identify their various identities and reflect on how those identities affect how they move through relationships and life is also helpful. (See Social Identity Wheel). Having Board members and staff learn skills on how to have challenging, sometimes uncomfortable, conversations across differences is also essential.
- 3) On the Institutional level, it is imperative for Boards and leadership to identify, analyze and rectify any unfair policies and practices within the nonprofit. Evaluation of inequitable opportunities for all stakeholders is also a best practice to eliminate the possibility of your institution reinforcing inequities. An example of this would be food banks that offer drive through food pickup. Potential recipients without cars would have difficulties arranging to pick up food supplies. For more equitable food distribution, such a nonprofit should consider other methods of delivering food.
- 4) Structural/systemic inequities involve institutional and public policies that work across communities to provide some social identities with advantages while disadvantaging other groups. Nonprofits must acknowledge how these structural inequities affect those within their service delivery communities, especially with regards to the limited opportunities of some groups being able to access resources to better their lives.

Recognizing the Dynamics of Different Equity Lenses



Every culture creates mythical norms that establish the identities and traits that are favored or promoted. The closer an individual is to that mythical norm, the more status and power they will yield. Social identities that do not conform to these norms are often considered as other and of less value. It is important for all organizations to evaluate the norms and stereotypes that might be unconsciously encouraged within their relationships, policies and procedures, and service delivery. Using different lenses when assessing disparities will provide organizations with different perspectives to inform their decisions.

Document your learnings about each equity lens:

Equity Lens	
Race	
Gender	
Class	
Ability	
Age	

Intersectionality

Fill in the blanks:

The interconnected nature of social _____ such as race, class, and gender, regarded as creating overlapping and interdependent systems of _____ or _____.