

EQUITY LENS SELF-ASSESSMENT TOOL
(Adapted from Portland Community College [“Take 5” Toolkit](#))

Audience: Varied.

Purpose: Use this tool to assess how current and proposed policies, programs and practices benefit and/or burden underserved stakeholders to identify where policies, programs, and practices need to be strengthened or changed. **The idea is to make intentional equity-informed decisions, actions, targeted interventions, investments and enact systemic change to improve equitable educational outcomes and access to services, programs, and resources.** The aim is to create clear accountability structures to ensure that we are actively making progress with regard to equity.

The template below provides a flexible framework that can be tailored to specific needs. The intent is to reflect on the intention, identities and beneficiaries of our work, policies and proposed actions. We also suggest that group reviews the [Oregon Higher Education Coordinating Committee \(HECC\) Equity Lens](#), which provides useful context.

1. Reflect on how your committee’s work and/or decision will impact different groups.	
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2. What is the specific impact your work/decision will have on groups from marginalized identities? <i>How does the impact differ for those who hold multiple identities?</i>	
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3. Consider reviewing data, surveying, or speaking to stakeholders who work with or are from these identities.

Describe feedback from stakeholders - what did you learn, what surprised you, what questions do you still have?

4. Keeping in mind the impact of your decision on people with marginalized identities - what are some ideas that can have positive impact?

5. Add your own areas of assessment.

Groups/Boards/Committees are encouraged to append, edit, and update these in the context of their specific charge and processes.