Equity lens for AFHVS  
Last updated: November 9, 2021

Considering the set-up
1. What decision is being made?
2. What beliefs, values, and assumptions are we bringing to this decision?
3. Who is most impacted by this decision?
4. To whom are we accountable?
5. How are we held accountable for this decision and its impacts?
6. Who is participating in the decision making?
   a. Are the people most affected by the decision participating in the decision making?
   b. If not, how can they be included? What recruitment strategies could achieve appropriate group composition?
7. Who is providing leadership for this decision and how are they being supported?

How is the decision being made? Who benefits?
1. What are our current cultural practices to arrive at a decision?
2. How are we ensuring that all voices are heard and honored?
3. How are those impacted included (or not) in this process?
4. What alternatives do we need to consider?
   a. Which options best create opportunities for everyone?
   b. Which options work against racism, classism, heterosexism, ableism, nativism, and other axes of oppression?
   c. Which options promote racial justice and intersectional equity?
5. What might be some of the unintended consequences of our options?
6. What barriers to equity are we discovering, and how could they be dismantled?

Before the decision is made: How and to whom are we accountable?
1. Does the decision improve, worsen, or make no change to existing disparities?
2. What is the real impact likely to be for different groups?
3. How can we be accountable for this decision and its impacts?
4. How can we understand the impacts of this decision and do better next time?

Moving the decision forward with reflexivity
1. What did we decide and why?
2. What did we learn from this process about how to better promote equity in our practices?
3. Have we documented what we learned?
4. What are the tasks to move this decision forward?
5. Who is taking action and what is the timeline? Is this effort equitable?