



DRAFT Equity Lens

Goals:

- Ensure equity has been thoroughly considered for each major decision
- Increase CPAA's impact towards improving equity

Definitions:

Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.

For the purposes of measurement, health equity means reducing and ultimately eliminating disparities in health and its determinants that adversely affect excluded or marginalized groups.

Scoring:

1. Review and answer all the questions on the next page
2. Use this scale to give an overall score for each area in the table below:
 - 1) fails to consider, or negatively impacts equity
 - 2) neutral or minimal impact (+/-) on equity
 - 3) likely to improve equity

| Decision Purpose | People & Places | Process & Power | Total |
|------------------|-----------------|-----------------|-------|
| | | | |

3. Add all three areas and compare the total score to the following:

- 3-5 The decision hasn't fully accounted for equity (need to improve areas that score a 1)
- 6-8 The decision adequately considers equity
- 9 The decision is likely to improve equity

Questions:

| | |
|-----------------------------------|---|
| <p>Decision Purpose</p> | <ul style="list-style-type: none"> • To what extent is the decision motivated by improving equity? • Will this decision lead to measurable results related to equity? • If this decision is not strongly focused on equity, what alignment exists with other aspects of CPAA work that is? |
| <p>People & Places</p> | <ul style="list-style-type: none"> • Are specific population groups affected (check all that apply): <ul style="list-style-type: none"> <input type="checkbox"/> Low income <input type="checkbox"/> Specific race/ethnicity: _____ <input type="checkbox"/> Specific race/ethnicity: _____ <input type="checkbox"/> Specific race/ethnicity: _____ <input type="checkbox"/> Limited English Proficiency <input type="checkbox"/> Immigrant and/or refugee <input type="checkbox"/> Lesbian, Gay, Bi-sexual, Transgender, or Queer <input type="checkbox"/> Homeless <input type="checkbox"/> Women <input type="checkbox"/> Other: _____ • Is the impact on any of the above people disproportionate or substantially different? If yes, describe what you observe. • Are specific places affected (check all that apply): <ul style="list-style-type: none"> <input type="checkbox"/> Entire CPAA Region <input type="checkbox"/> Urban <input type="checkbox"/> Rural <input type="checkbox"/> Cowlitz <input type="checkbox"/> Grays Harbor <input type="checkbox"/> Lewis <input type="checkbox"/> Mason <input type="checkbox"/> Pacific <input type="checkbox"/> Thurston <input type="checkbox"/> Wahkiakum • Why are impacts focused in the places above, and are there opportunities to improve equity through the places affected? |
| <p>Process & Power</p> | <ul style="list-style-type: none"> • How have representatives of people and places listed above been meaningfully included in developing and/or reviewing the decision? • How has the process to develop the decision explored possible negative or unintended consequences? Are additional considerations needed? • Who is accountable for possible negative or unintended consequences and how likely are they to recognize and correct problems, if they occur? • Does the decision do anything to empower historically marginalized people? |