

EDI Lenses & Questions for Policies



Use these critical lenses and questions to help guide your policies and planning towards outcomes that support equity, diversity, and inclusion in your organization.

Inspired by an [article by Michelle Silverthorn](#), the Founder & CEO of Inclusion Nation

- 1. Bias.** Accept that individual and institutional bias is threaded through your organization's culture and policies. Know that this has resulted in the exclusion of marginalized individuals, regardless of intent. *How do your policies and procedures support or create barriers for folks from marginalized communities? What strategies, tools or mechanisms can you utilize to identify and mitigate bias in your policies and planning?*
- 2. De-Centering Whiteness.** Recognize that for your organization to include everyone you must commit to decolonizing whiteness as the default culture. *In what ways does white-dominant culture appear in your policies and planning? How do your policies and procedures de-center white culture? How do they actively center non-dominant cultural perspectives and leadership?*
- 3. Transparency.** Communicate openly with your community on your progress toward equity and inclusion and ensure a clear path for receiving and incorporating feedback. *What are the pathways for communication and feedback in your policies and planning? Are they easy to access and understand? How are you sharing out?*
- 4. Accountability.** Create regular mechanisms and practices that hold you and your organization responsible for both failure and success. *What personnel and operational practices can support accountability in your planning and policies? How are you creating opportunities for growth and change?*
- 5. Specificity.** Recognize that your policies and planning have different effects, negative and positive, on different communities and on folks who live at the intersections of identities. Be specific in who your policies and plans affect and how. *Who do your policies or planning impact that aren't at the table? How will you get them to the table? How can your policy and planning best serve under-represented identities and communities?*
- 6. Realistic.** Acknowledge that the EDI process is an ongoing journey, not a destination. Commit the time and resources needed to accomplish your goals without rushing them. *What kinds of resources: time, money, personnel, knowledge are you dedicating to planning and policy to center cultural equity? Can you reach your goals with them? How can you get more resources to support this work?*
- 7. Measurability.** Set actionable goals with grounded metrics, and regularly measure your progress toward those accomplishments. *What are the goalposts by which you can measure your growth in EDI after your policies or plans have been implemented? How can you celebrate the goals you accomplish?*
- 8. Care.** Design towards a culture of care and empathy. *How do your policies and planning support the humans in your organization? In what ways are you making this work sustainable for you and your team?*
- 9. Acceptance.** Feel in your gut that you will end in a very different place than you began. Acknowledge that the organization that exists at the end of this process will be different - and that's the goal!