

FIGURE 2: ABBREVIATED EOC RAPID RESPONSE EQUITY LENS TOOL

Our charge: make swift decisions to protect the health of communities who are vulnerable to public health threats and prevent prolonged economic hardship.

For the proposed decision you are evaluating, consider the following:

1. Who are the key groups who would directly benefit from the [decision or action]?
Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?
2. Who is burdened or excluded from [decision/action] benefits?
What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
3. Are people directly impacted by [decision/action] engaged in the decision and in keeping us accountable to the outcomes?
Consider populations that are experiencing health inequities in your community (e.g., people of color, people with disabilities, LGBT populations) and potential barriers they may face with engagement efforts. Balance our charge to make swift decisions with engaging our community; consider what community relationships you already have that you can lean on? Make sure to incorporate compensation for their time where possible.
4. What revisions are needed in the decision for [decision/action] to avoid or mitigate inequitable impacts?
How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long haul? Make sure to track how you're addressing health equity