



# OYA Equity Lens

**Diversity, equity, and inclusion are priorities for our agency. Before making decisions or implementing programs, ask these questions to ensure the needs of marginalized communities are being centered.**

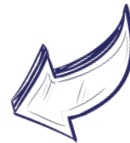
**Which specific populations are impacted by this decision, program, or service?**



**Are there unintended consequences on any impacted populations?**



**Have we intentionally asked for feedback from each impacted population?**



**Did we get enough feedback to understand any unintended consequences?**



**What are the barriers to reducing inequities or unintended consequences?**



**How can we address these barriers so we can dismantle the unintended consequences or inequities?**



**Need more help or ideas? Read the OYA Equity Lens Guide.**