



SomerVision2040: Working Groups Equity Toolkit

Why an Equity Toolkit?

Through our discussions, we have found equity to be a connecting thread between all our values and that we want all current and future members of our community to have the opportunity to thrive. This requires an analysis of who might encounter higher barriers in accessing opportunities, be it due to historic disadvantages, accessibility needs, or discrimination.

This equity worksheet is designed to explicitly and consistently integrate those considerations as we review each of our proposed policies, practices, and programs. The desired outcome is that our ideas avoid creating new inequities while addressing existing ones.

Define Equity Goals (Due with your July 1 Draft)

Identify two equity goals for your topic chapter. Consider which demographics in our community are currently at a disadvantage in accessing resources or services central to your topic chapter, then describe what those gaps in access are and set broader goals for how you would bridge them.

You do not need specific numbers at this point, describe the inequity and define bold general steps that would be needed to address it.