

MFS EQUITY LENS

Our mission is to help people move beyond the limitations of poverty, inequity and social isolation. In pursuit of that mission, we are committed to the principles and practices that support social justice for all.

VOICE

What privilege, positionality or biases are we starting with?

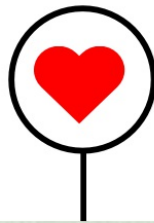
How and with whom must we share power and knowledge?



ADVOCACY

Does our action help dismantle institutional, cultural or individual racism or other forms of discrimination (e.g. ageism)?

Who do we need help from to be successful?



RELATIONSHIPS

How are we strengthening relationships so that we can better dismantle biases, prejudice or racism?

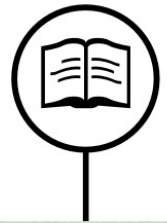
Does this action honor the wisdom, value and perspectives of our partners and allies?



STRENGTHS

Do I (we) understand the strengths and wisdom that people and communities have or start with?

How do individual and communities share their strengths already?



Community input drives our work.

How are we reaching out to the groups and individuals who are stakeholders in the community?

What of those we do not currently have contact with or are hard to reach?

Are there ways in which our current programs and practices do not match what we are hearing from our community?

Advocacy drives Awareness

As we listen to service users and the community, what internal and external issues/barriers could potentially impact the approach or decision?

Who are allies and partners that could help you recognize and maneuver through barriers?

Have I come into this with an awareness of my biases?

Relationships build community

How much effort have you spent learning from the people who might be impacted by this decision?

How are we using the information that has been shared with us to guide our work?

What do we have in place to listen to the needs of the communities where we work?

Empowered communities drive change.

Have I asked open-ended (or enough) questions to understand this situation?

Who should I share power with to accomplish this task?

Is this decision able to empower to service users and communities?

Does our decision contribute to barriers that are hard to see?

RESULTS/REFLECTIONS

Is anyone better off?

Would those that this decision affects agree that they were included in a vital and meaningful way?

What leadership did you bring forward or what truth did you speak that helped shape the outcome?

In what ways has your work in this instance advanced social justice and reduced disparities?