# Columbia Pacific CCO Equity Lens

**Columbia Pacific CCO™**
Part of the CareOregon Family

**S** – **Stop**, name the decision, policy or project at hand, make time to reflect.

**T** – **Think**, ask questions, seek different perspectives, embrace complexity.

**O** – **Observe** thoughts, feelings, assumptions, dominant culture tendencies.
(i.e. urgency, either/or thinking, perfectionism, worship of the written word, etc.)

**P** – **Proceed**, communicate with consistency and transparency.

*Before making any decisions, advancing work, or resolving issues, did we STOP and consider the following?*

1. What inequities and disparities exist among which groups? Which inequities does the work aim to eliminate?

2. How does the work engage other sectors for solutions? What institutional and structural barriers exist?

3. Who is most impacted by the work? How were those communities meaningfully engaged from the beginning?
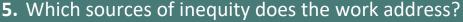
## Deepening Analysis and Accountability

*Use the questions below to guide further examination for moving decisions, work, or resolutions toward justice, equity, diversity and inclusion (JEDI).*

4. How does the work:
   a. Contribute to racial justice?
   b. Identify and redress past injustices and inequities?
   c. Differ from the current status or status quo?
   d. Support individuals in reaching their full potential.
   e. Support equitable distribution of resources and power?

5. Which sources of inequity does the work address?
   (race/racism, ethnicity, language, economic status, social class, religion, age, disability, gender, gender identity, sexual orientation or other socially determined circumstance).

6. How will the impact on equity be weighed and monitored? How will accountability be kept as it is meaningful to impacted communities?