

# Oregon Administration for Community Living Brain Injury Board Equity Lens

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We hope to be inclusive every time we review our goals and actions for serving all Brain Injury communities.

We strive to acknowledge our own biases, understand systems of oppression, and clarify how our decisions may influence the underserved populations we try to reach.

We will work to consider the input of survivors and oppressed groups in every decision we make to improve Oregon's resources for brain injury prevention and treatment of those with brain injury.

Our board will continue to learn and grow as we advocate. Our focus is on community integration and supporting people to get back to participation in life with accommodations and access to resources.

## Using the Equity Lens

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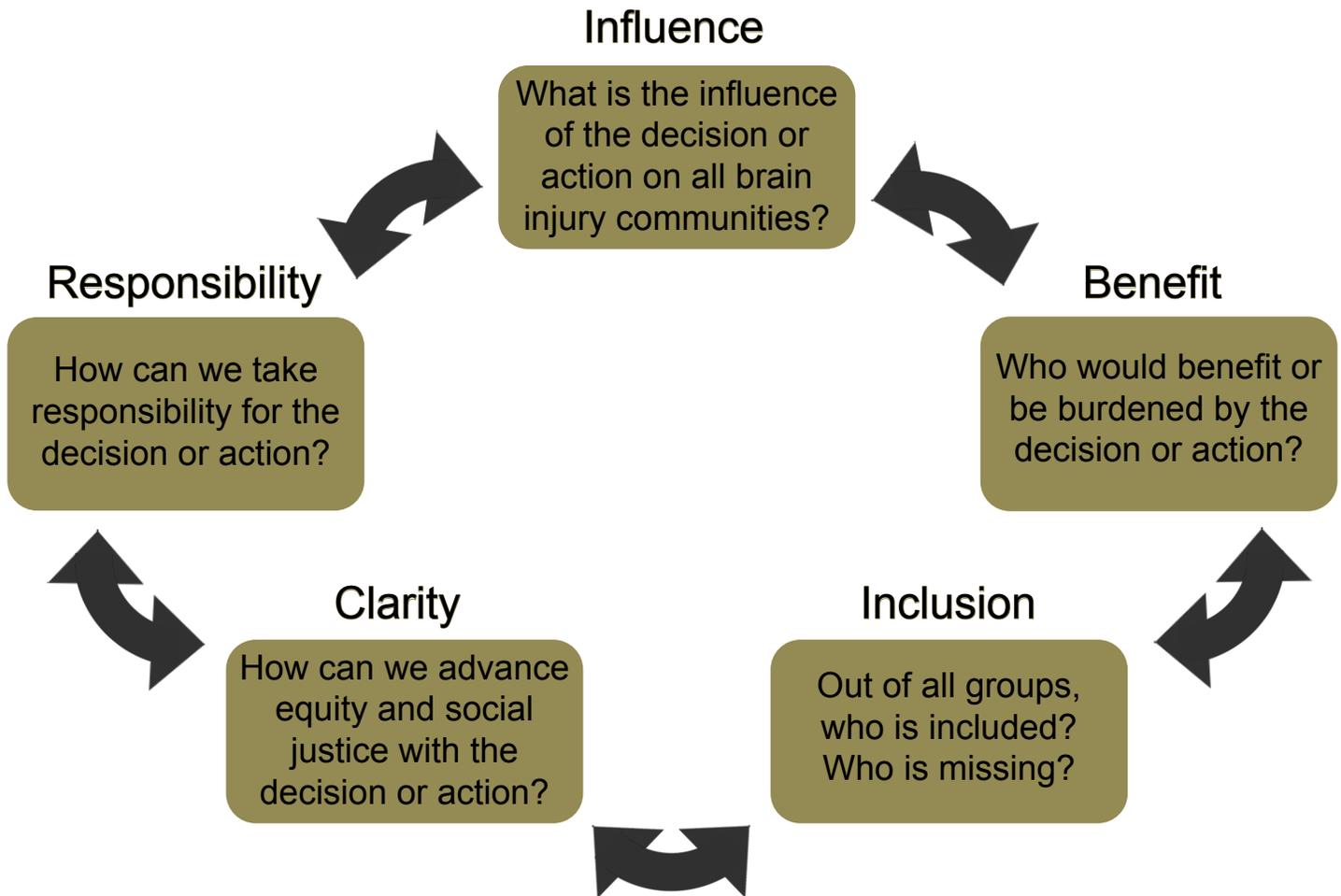
We invite you to use the Equity Lens as a tool in ways that best meet your organization's needs. There are no one-size-fits-all instructions.

Based upon your values, mission, and goals, keep the following in mind as you gather information, make decisions, and take actions.

- Start Anywhere
- Reflect
- Acknowledge Bias
- Discuss
- Identify
- Share ideas
- Create access
- Ask questions
- Listen
- Challenge
- Find consensus
- Be non-linear
- Clarify
- Influence
- Make changes
- Be patient

# Oregon ACL Brain Injury Board Equity Lens

What is the decision or action in question?



The Equity Lens process aims to bring underserved, marginalized, and oppressed individuals with any citizenship status or language to the forefront.

Our board is committed to reducing barriers and advancing equity for all people regardless of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, poverty, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity.

Clarity. Inclusion. Benefit. Influence. Responsibility.