DEIJB LENS

PEOPLE FOCUSED

1

- Who is not in the room that should be?
- Does the decision support all community members in an equitable way, especially those most impacted?
- How are participants and staff positively and negatively affected by this decision?
- What barriers are keeping people from accessing this service, resource or facility?
- Are people unfairly benefiting or harmed by this decision?

PLACE FOCUSED

2

- How does this decision honor or continue to silence the historical legacy of the land and the people?
- How does this decision account for emotional and physical safety?
- How are resources being prioritized equitably, based on need, access, and capacity?
- Does the decision meet accessibility needs?

PROCESS FOCUSED

3

- Does this process traumatize or re-traumatize?
- Specific consideration: Recognizing the inherent trauma in the correctional setting, what harm reduction methods and culture can we put in place?
- Are we meaningfully including/engaging impacted people in the planning process?
- Does this contribute to barriers, especially for historically disenfranchised and marginalized communities?
- Can this procedure or policy be modified reasonably to meet an individual's needs?

POWER FOCUSED

4

- What are the barriers to developing this plan and are the components equitable and accessible for all communities?
- Who is accountable?
- What system is in place to check and balance the decision-making structure, in both the planning process and during implementation?
- How is this (issue, policy, or decision) shifting the power dynamics to better integrate voices and priorities of those most impacted?

the pathfinder network

We provide justice system-impacted individuals and families the tools and support they need to be safe and thrive in their communities.

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