



Equity Lens Toolkit

The Equity and Access Office

Angela Simmonds

November 7, 2019

Cultural Competence Continuum

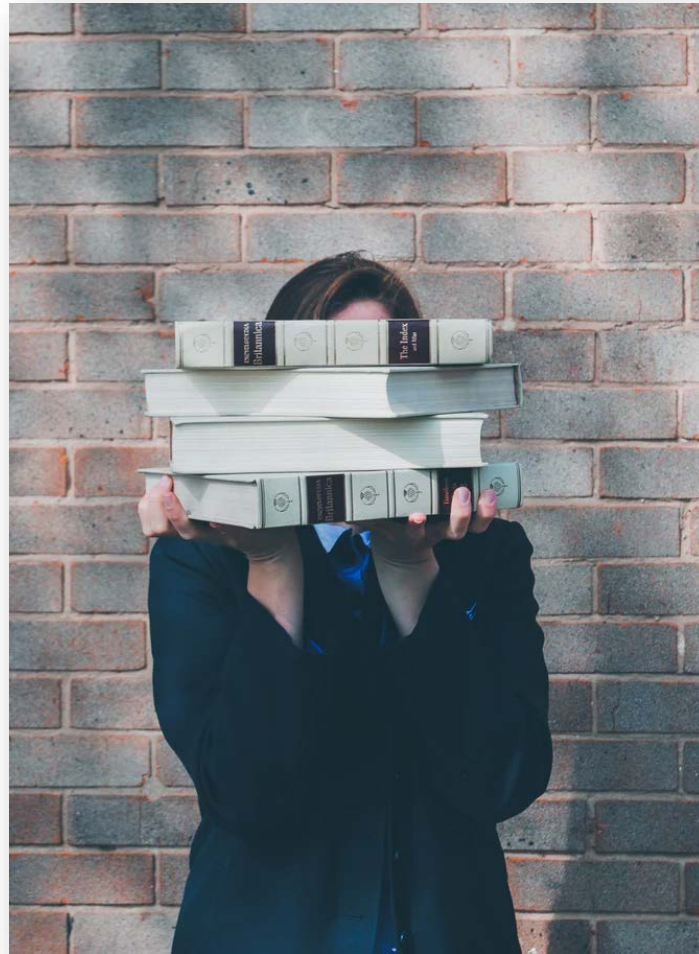


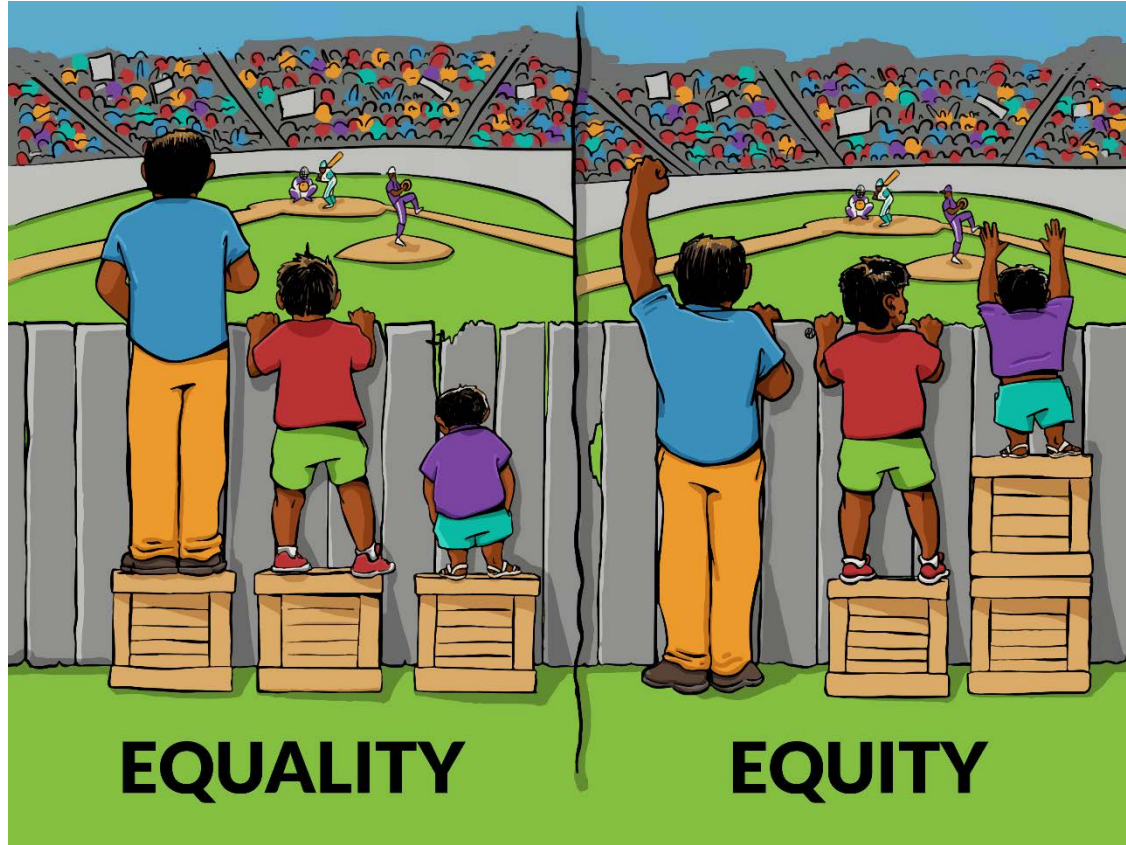
Barriers

- The Presumption of Entitlement
- Systems of Oppression
- Resistance to Change



Become a Learner





Equity Components



Identify barriers where they occur

Eliminate barriers by making adaptations
that reflect the lived experience of those
affected





Create new ways of working by considering inclusion at the earliest stages rather than at the end

Self - Reflection



Interviewing for Equity Competency



Accessibility



Learn From Clients



What if I get it wrong?



[Getting Called Out: How to Apologize](#)



**Questions
Comments or
Suggestions**

