

Health, Wellbeing, and Equity Assessment Lens for Everyday Decision-Making

Introduction

These assessment tools can be used to help anyone on campus develop a *Health and Equity in All Policies approach* in decision making. The questions are meant to better understand how practices, projects, processes, programs, policies, and partnerships, big and small, might affect campus and community wellbeing.¹

We encourage you to consider these, or your own, definitions of health and wellbeing as you consider your approach:

Health is a state where the physical, mental, and social needs of individuals, communities, and organizations are being met. It begins with basic needs being met and is not merely the absence of disease.

Well-being is a positive, dynamic state of being where individuals and communities are able to:

- Flourish in a just environment
- Engage in valued activities that support health
- Proactively build resilience
- Manage life's inevitable obstacles, change, and stress

Well-being is impacted by individual, social, organizational, and environmental conditions.

¹ Many concepts and questions in this toolkit originated in the King County Equity Review Tool and the [Nonprofit Association of Oregon Equity and Inclusion Lens Guide](#).

EVALUATION OR PROPOSED CHANGE

- Brief description of what you're reviewing.
- Why are you reviewing this?

IMPACTS & POTENTIAL UNINTENDED CONSEQUENCES

- What are the health, wellbeing, environmental sustainability, and equity impacts (positive and negative) of this change?
- What communities are being impacted or affected? Who might benefit? Who might be burdened?
- What might be unintended consequences of adoption?
- What might be unintended consequences of not adopting?
- If there are negative impacts or harm, how might you lessen those impacts?
- Considering the above, who has already been consulted? Who is missing?
- What are the pros/cons and the costs/benefits of implementing the proposed change?

DECISION-MAKING & IMPLEMENTATION

- Who will be making the decision?
- If you will need to influence the decision, how will you communicate your recommendations?
- Once a decision is made, what are the steps for implementation?

REFLECTION

- How might you measure whether the impact on people who are under-represented and historically excluded is increasing or decreasing?
- What are the next steps for implementation? What will you do next? How has your work through the previous three stages influenced your decision-making?

Learn more at healthycampus.berkeley.edu or email healthycampus@berkeley.edu with any questions.