

WE BELONG. TOGETHER.



The OC Inclusion Lens

Seven Steps for Impact-Aware Practice

1. Identify the Issue or Decision

Clarify what you are doing and why.

2. Gather Relevant Data and Insights

Look at what information you have and what's missing. Note data gaps and how you will address them.

3. Consider Differential Impacts

Think through how different people might be affected differently.

4. Assess Level of Risk

Assess severity and likelihood of negative impacts using the Risk Assessment tool. Include a brief (1-3 sentence) rationale citing evidence and uncertainties.

5. Plan for Mitigation and Action

Adjust your plan to reduce harm and increase equity. Identify specific mitigations and owners/timelines.

6. Decide on the Right Level of Engagement

Choose the right level of consultation. Low risk may need information-sharing, medium risk additional engagement, and high risk sustained consultation.

7. Document and Learn

Capture what you did and what you learned. Determine indicators, set a follow-up date to review outcomes, and store all documentation in a central location.

[The Inclusion Lens is based on GBA Plus. You can find more information and access free training here.](#)