

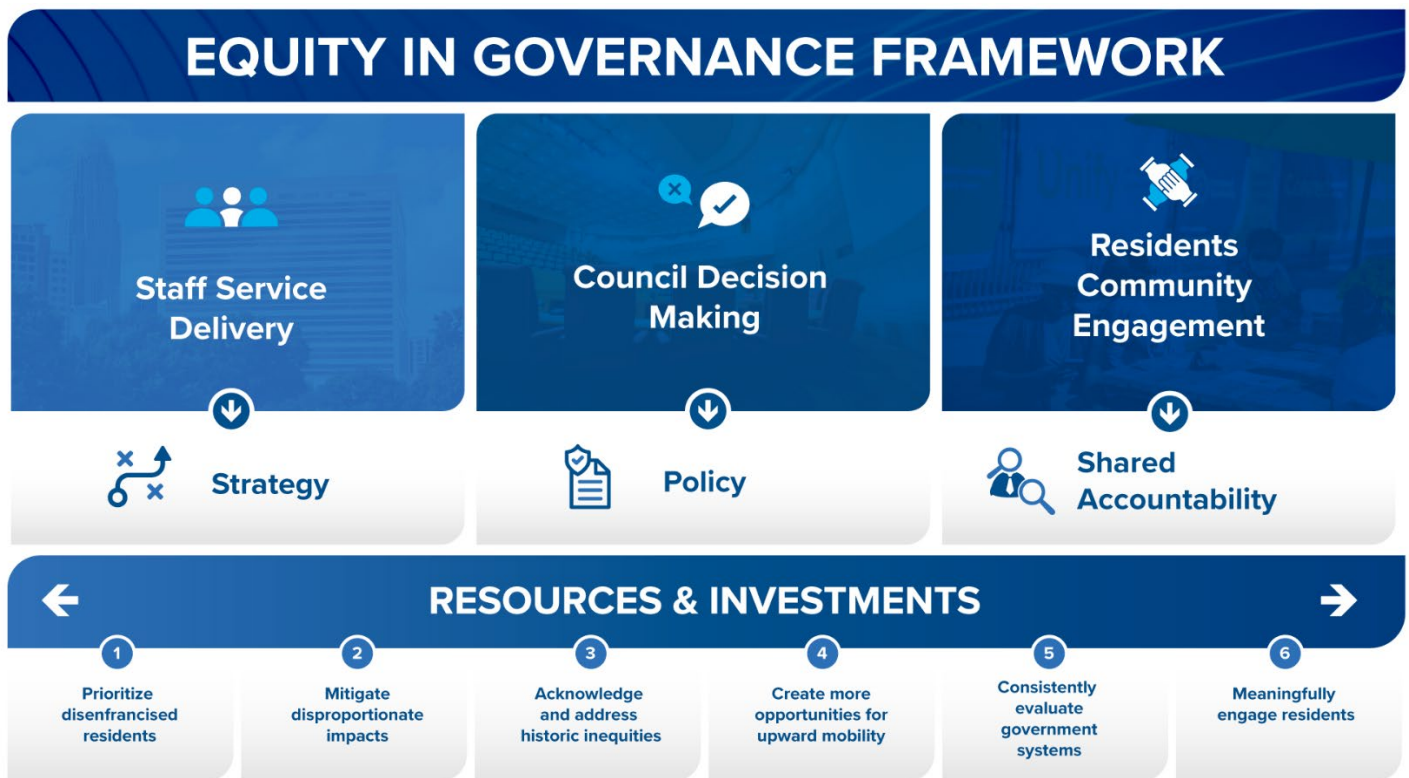
## Equity in Governance Framework

The Equity in Governance Framework establishes an approach for City Council to intentionally incorporate an equity lens in policy development and other decision-making processes.

The city recognizes and acknowledges its role in the creation and perpetuation of systemic inequities through policies enacted and practices committed throughout its history, and is dedicated to working to undo the impacts of these decisions through an intentional, strategic approach that incorporates an equity lens in decision-making processes. This approach seeks to advance equity by:

- Prioritizing disenfranchised residents
- Mitigating disproportionate impacts
- Acknowledging and addressing historic inequities
- Creating more opportunities for upward mobility
- Consistently evaluating government systems
- Meaningfully engaging residents

### Equity in Governance Framework – A Visual Representation



### Guiding Questions

The below set of questions will serve as an equity lens tool to help the Charlotte City Council guide the development, implementation and evaluation of policies and decisions through an equity lens.

- What does the policy seek to accomplish?
- Have the people most impacted been engaged and how?
- Who benefits or could be burdened by the proposal?
- What benefits or adverse impacts could result from the proposal?
- How was addressing racial or other inequities considered?
- Will the proposal reduce disparities?