



EQUITY FILTER

Surface Assumptions & Set Outcomes

- What assumptions are we bringing into the issue?
- What is/are the outcomes we're hoping to create? How will these outcomes increase or decrease racial equity? How will these outcomes increase or decrease other forms of equity?

Engage Multiple Perspectives

- How are we intentionally engaging multiple perspectives?
- How are we engaging stakeholders who are impacted by this policy, decision, or practice?

Attend to Unintended Outcomes

- What are potential unintended outcomes? How will we address these?
- What barriers exist to more equitable outcomes? How will we address these?

Communicate

- How and when will the process be communicated?
- How and when will decisions, policies, and practices be communicated?
- How will you ensure communication takes place in an inclusive, culturally sensitive, and responsible manner?

Evaluate. Raise Racial Awareness.

- How will feedback from staff and stakeholders be collected? Who will we share evaluations with?
- What did we learn from this? How will we incorporate this learning next time?
- How will we use evaluation and learning to raise racial awareness?