



## Equity Filter

**When planning and making decisions, ask the following questions to intentionally slow down decision making and combat implicit or explicit bias. This ensures the perspectives of the most impacted individuals/groups are centered. You will be decentralizing and sharing power.**

### **SET OUTCOMES**

- What outcomes are we working to achieve?
- What assumptions are we bringing into the issue?

### **CENTERING MULTIPLE PERSPECTIVES**

- Who has been included in the decision-making process?
- Who is affected by this decision and/or action?
- Are you centering multiple perspectives and key stakeholders who are impacted by this decision?

### **ATTEND TO UNINTENDED OUTCOMES**

- What are the potential unintended outcomes?
- What are the barriers to more equitable outcomes?
- How will you address impacts or unintended outcomes?

### **COMMUNICATE**

- How will you ensure communication takes place in an inclusive, culturally responsive and responsible manner?

### **EVALUATION AND AWARENESS**

- What other possibilities for this decision and/or action were explored?
- How will feedback from stakeholders be collected?
- How will you evaluate your decision and/or action?