Center for Equity & Inclusion

Racial Equity Filter

Surface Assumptions and Set Outcomes

- What assumptions are we bringing into the issue?
- What is/are the outcome(s) we are 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 will be impacted by this decision, or practice?

Attend to Unintended Outcomes

- What adverse impacts or unintended consequences could result from this decision? Who could be negatively affected?
- How could adverse impacts be prevented or minimized?
- What barriers or constraints exist to more equitable outcomes? How will you 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

- 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 you use evaluation and learning to raise racial awareness?