

8 Steps to Equitable Decision-Making



01

Identify the decision

What's the decision we're trying to make here?

02

Include a diverse group of people

Who should inform or make this decision?

How will we decide together?

03

Inform the decision

What information do we need to make a well-informed decision?

04

Identify possible solutions

What are all the possible options?

05

Consider the options

For each option, ask: What would this take to implement? What would the results be? What are the equity impacts?

06

Make a choice

What's our decision?

Who will share the decision, and how will we frame and communicate it?

07

Take Action

Implement the decision.

08

Assess

Has the decision been successful? Was the process successful?

Would we make a different decision next time?