

Sample Equity Questions

People	
Process	Outcome
<ul style="list-style-type: none"> Who is making this decision? Is it an individual or group that understands the scope of the issue? Who can we bring in to help us understand the issue? 	<ul style="list-style-type: none"> Who will be impacted positively by this decision? Who will be impacted negatively by this decision? How do we message both groups clearly?
Place	
Process	Outcome
<ul style="list-style-type: none"> What kind of environment are we working in when making this decision? Is everyone empowered to speak up? How do we make sure they are? 	<ul style="list-style-type: none"> What kind of space are we creating with this decision? What environments will be impacted - classroom, student spaces, clinical areas? How do we keep an eye on what's changing?
Process	
Process	Outcome
<ul style="list-style-type: none"> What assumptions are we bringing to the table? Who is ultimately responsible for the decision? Who can we give a seat at the table? 	<ul style="list-style-type: none"> Does this decision make things more accessible or less? How will we enforce this change? Who will enforce this change?
Power	
Process	Outcome
<ul style="list-style-type: none"> Is power evenly distributed amongst the deciders? Should we consider a consensus or majority? Who is accountable? 	<ul style="list-style-type: none"> Does this redistribute power? Who gains power? Who loses power?
Purpose	
Process	Outcome
<ul style="list-style-type: none"> Do we know what we want to accomplish? Why do we want to accomplish it? How did we decide to accomplish this? 	<ul style="list-style-type: none"> Is the impact congruent with the cause? Why or why not? How are we monitoring "purpose"? Did we set out to accomplish what we did? Why or why not?