

### Equity Starts in Process – A Pre-Planning Equity Check

*A checklist for building inclusion from the start.*

Equity isn't an add-on—it's a design choice. This tool helps you embed inclusion at the earliest stages of planning, asking the right questions about who's involved, how decisions are made, and what perspectives shape the work.

#### Equity Check Questions:

1. Who's helping shape the questions—not just answer them?
2. What perspectives are missing from our process?
3. Have we made room for lived experience, not just titles?
4. Are we assuming alignment—or actively building it?
5. What would an equitable process *look* like—step by step?

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#### Need support bringing these insights to life?

Equilibria Strategies helps small nonprofits turn reflection into action. Whether you're ready to facilitate deeper conversations, realign your strategy, or reimagine your next step—we're here to help you move with clarity, care, and momentum.