THOUGHTSTARTER / EQUITY & PARTICIPATION

Equity Starts in Process: Pre-Planning Equity Check

Use five questions before designing a planning process.

01

Who is helping shape the questions, rather than only answering them?

02

What perspectives are missing from our process?

03

Have we made room for lived experience, as well as titles?

04

Are we assuming alignment or actively building it?

05

What would an equitable process look like, step by step?

Use your answers to revise the process before invitations, timelines, and decisions are fixed.

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