






FOR ANY POLICY, PROGRAM, PRACTICE, DECISION, OR ACTION, CONSIDER THE FOLLOWING QUESTIONS

-  1 Who are the under-represented groups affected by this policy, program, practice, decision, or action? What are the potential impacts on these groups?
-  2 Does this policy, program, practice, decision, or action worsen existing disparities or produce other unintended consequences?
-  3 How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice, decision, or action? Can you validate your assessments in #1 and #2, having considered this stakeholder reaction?
-  4 What are the barriers to more equitable outcomes (e.g. mandated, political, emotional, financial, programmatic, or managerial)?
-  5 How will you (a) mitigate the negative impacts and (b) address the barriers identified above?



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