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?