



**OREGON
EDUCATION
ASSOCIATION**

Equity Filter

When planning and making decisions, ask the following questions to intentionally slow down decision making and combat implicit or explicit bias. This ensures the perspectives of the most impacted individuals/groups are centered. You will be decentralizing and sharing power.

SET OUTCOMES

- What outcomes are we working to achieve?
- What assumptions are we bringing into the issue?

CENTERING MULTIPLE PERSPECTIVES

- Who has been included in the decision-making process?
- Who is affected by this decision and/or action?
- Are you centering multiple perspectives and key stakeholders who are impacted by this decision?

ATTEND TO UNINTENDED OUTCOMES

- What are the potential unintended outcomes?
- What are the barriers to more equitable outcomes?
- How will you address impacts or unintended outcomes?

COMMUNICATE

- How will you ensure communication takes place in an inclusive, culturally responsive and responsible manner?

EVALUATION AND AWARENESS

- What other possibilities for this decision and/or action were explored?
- How will feedback from stakeholders be collected?
- How will you evaluate your decision and/or action?