

Equity Decision-Making Tool

The purpose of this tool is to encourage everyone involved within our congregation to think about and address the equity impacts of our choices in programming, worship language and structure, RE curriculum, staffing, funding, and policy. All members of our community should strive to improve their anti-racist practices and social justice awareness through all of our activities and choices. We are committed to making our congregation a safe, inclusive, and welcoming environment for everyone who feels called to our community and the principles of Unitarian Universalism. We acknowledge and honor the sources for this equity tool, Seattle's Arts Corps and the Western States Center.

Section A: Pause and examine YOU - Who are you?			
Who is involved in making a decision?	Answer:		
	Green	Yellow	Red
What diverse identities (race, gender, class, sexuality, gender identity, culture, age, ability) are represented here? Who is not?	Answer:		
	Green	Yellow	Red
Who does this exclude? How can we make this inclusive?	Answer:		
	Green	Yellow	Red
Section B: Who is affected?			
What diverse identities are in the impacted group?	Answer:		
	Green	Yellow	Red
Is the impacted group involved in the decision-making? Why?	Answer:		
	Green	Yellow	Red
How can we make sure that everyone can fully participate?	Answer:		
	Green	Yellow	Red
Can this cause any physical, emotional, or mental harm?	Answer:		
	Green	Yellow	Red
Section C: Institutional Barriers/Policies			
What are the challenges, structural barriers, or unexpected blind spots?	Answer:		
	Green	Yellow	Red
What don't we know and who does?	Answer:		
	Green	Yellow	Red

Green: We are confident that this question has been carefully considered and we have made a strong effort to be fully inclusive of diverse identities, including race, gender, class, sexuality, gender identity, culture, age, and ability.

Yellow: We've considered the question and, while we've put some effort into being intentionally inclusive, we may have some blind spots that we haven't addressed.

Red: We've haven't considered or reached out beyond our small group of volunteers to reflect on this question.

What are the next steps?

What are the resources needed?

After the decision reflection

Section D: What do *you* think happened?

1. Did you succeed in advancing racial equity and social justice? Where?
2. Who helped you in ways you did not expect?
3. What failed? Why?
4. What are the lessons?

Section E: What do *others* think happened? (Ask them to answer)

1. Did WSUU succeed in advancing racial equity and social justice? How?
2. Did you feel empowered and included? Or not?
3. What worked well?

4. What failed? If you could, what would you have done differently?