



GUIDE FOR MAKING MORE INCLUSIVE DECISIONS

PURPOSE:

This Guide is intended to help companies, teams and individuals make more informed and better decisions by aligning your decision-making processes with your company's stated commitment to a Culture of CARE. By utilizing the questions outlined below when making decisions, companies can ensure that their decisions do not unintentionally negatively impact underrepresented groups.

These questions will help your company identify (1) the various groups affected by a decision and (2) any positive or negative impacts on these groups before a final decision is reached. It will also help your company outline a plan to address any impacts and effectively communicate the decision.

QUESTIONS TO CONSIDER:

For any policy, program, practice, decision, or action, consider the following questions:

1. Who are the various 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?
4. How will you address the potential negative impacts identified above?
5. What strategies will be used to ensure this decision continues to have the intended impact(s)?
6. What is the communication plan for this decision?