

## Academic and Student Well-Being Recovery Plan: Equity in Decision-making Tool

When using this Equity in Decision-making Tool, consider the following:

1. Who are the groups most affected by this policy, program, practice or decision? What are the potential impacts on these groups?
2. Does this policy, program, practice or decision have unintended consequences, such as ignoring or worsening existing disparities?
3. How have we intentionally involved stakeholders who are also members of the communities impacted by this policy, program, practice or decision? Can the stakeholders validate your assessments in questions 1 and 2?
4. What barriers might prevent a more equitable implementation of your policy, program, practice or decision? (Consider funding, resources, competing interests, access.)
5. How will you mitigate any negative impacts and address barriers that you have identified?