



Race & Social Justice INITIATIVE

Guiding Questions

In our jobs at SHA, we make big and small decisions every day that have race and social justice impacts.

Consider the following questions when you are:

- Making a decision about where to direct resources;
- Evaluating a current policy/process/procedure; or
- Considering making a change.

1. What does this decision/action seek to accomplish?
2. How could this decision increase or decrease equity in the following areas?
 - *Race*
 - *Gender*
 - *Age*
 - *Disability*
 - *Class*
 - *Gender identity*
 - *Sexual orientation*
 - *Immigration status*
 - *Religion*
3. What information/data did you review to check for the potential impacts on specific demographic groups? What additional information/data is needed? What groups might be most advantaged by this decision? What groups might be disadvantaged?

For example, consider:

 - *Race*
 - *Gender*
 - *Age*
 - *Disability*
 - *Gender identity*
 - *Family size*
 - *Immigration status*
 - *Religion*
4. How were SHA participants, employees or other stakeholders who come from communities most impacted meaningfully engaged in the development of this decision? What were the racial and other demographic backgrounds of the people who were consulted, at what step in your decision making process did you engage them, and how did you incorporate their feedback?