

# Consider Collaborate Commit

Consider

Who are the individuals affected?

What are the possible impacts on individuals?

**STOP**

Are you confident you have considered everyone involved?

Collaborate

Where have we proactively collaborated with stakeholders?

Commit

How are we furthering our equity mission every day?

## Consider

### Who would this proposal impact?

- Age
- Citizenship status
- Color
- Disability
- Economic status
- Ethnicity
- Family mobility
- Family structure
- Gender expression
- Gender identity
- Genetic information
- Marital status
- National origin
- Political affiliation
- Pregnancy
- Race
- Religion
- Sex
- Sexual orientation
- Tribal membership
- Veteran status

### What are the positive or negative impacts this proposal may have on these groups of people?

- Unintended and intended consequences?
- Systemic barriers to success?
- Symbolic messages?
- Historical inequalities?

~~Which student populations might be helped and which student populations may be hurt by this decision?~~

## Collaborate

### Who have we collaborated with among the following groups of people, and how have we sought diverse points of view?

- Students
- Parents/guardians
- Community leaders
- Community organizations
- Peer educators
- Experts
- Private partners
- Direct service agencies
- School personnel
- Business and industry representatives
- Educational service units
- Higher education partners
- Health departments
- Civic societies

## Commit

### How will we promote equity through this proposal? Are we:

- Listening to stakeholders?
- Disrupting inequitable practices?
- Endorsing equitable practices?
- Holding ourselves accountable?

### Addressing potential consequences?

- Advancing access to opportunities for historically underserved people?
- Empowering people?
- Providing optimal learning environments?