



Equity Action Guide
DRAFT (7.26.2021)

1. Who benefits from this action?
2. Who could be harmed by this action?
3. Whose voice and experience are being considered in the data we have about this issue?
4. Who is making the decision about this action? How is power working in this decision-making process?
5. Knowing these things, what do we do about this action?

Operating Principles

We believe in...	Humaneness	Community	Learning	Creativity	Justice	Transformation
Meaning...	Warmth Empathy	Connections Relationships	Transparency Listening	Innovation Risk Taking	Respect Healing	Courage Reducing barriers
	Humility Kindness	Expertise Leadership	Sharing Reciprocity	Curiosity Imagination	Fairness Dignity	Systems Change Opportunities
Which leads us to do things like...	Recognize interconnectedness of all life	Center community voice in planning and decision-making	Be accountable for information we request from partners	Experiment and apply learning	Operate with an equity approach	Support systems that work, change systems that don't
	Support ethical treatment of people, animals, and environment	Nurture relationships	Seek diverse perspectives and learn alongside partners	Seek new approaches to how we work	Understand who is affected and who is leading solutions	Provide responsive and long term support
	Respond with compassion to our colleagues and partners	Advocate for authentic community engagement and civic participation	Being flexible, responsive, and adaptive	Work in multiple mediums and platforms	Recognize history and harms as a first step to healing	Build capacity to support authentic change