4 EQUITY TOOL

Central Iowa stands 4 Equity. To build a more equitable and inclusive region, we are beginning with a focus on racial equity. We ask leaders to commit to using this tool when presented with a decision-making moment for plans and activities. This is the first step in creating an inclusive Central Iowa.

1. Have Black, Indigenous and people of color been meaningfully involved and authentically represented in this concept/process/decision?
   - How has this been done?
   - How has insight and feedback been incorporated and lifted-up?
   - What challenges have been faced in hearing these critical voices?

2. Is there a group that benefits more than another because of this process/decision?

3. What could be one unintended consequence of this concept/process/decision for Black, Indigenous and people of color?
   - Is this a positive or negative unintended consequence?
   - What impact would this unintended consequence have on this concept/process/decision and our community?

4. What action will be implemented to advance equity in this concept/process/decision?

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