

## 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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