

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 a variety of ethnic communities/people of color been informed, meaningfully involved and authentically represented in this process/decisions?**
 - How has this been done?
 - How has the feedback been considered, incorporated and lifted-up?
 - What challenges have we faced in hearing that voice?
- 2 Is there a group that benefits more than another because of this process/decision?**
- 3 What could be one unintended consequence of this process/decision for ethnic communities/communities of color?**
 - Is this a positive or negative unintended consequence?
 - What impact would this unintended consequence have on this process/decision?
- 4 What action will be implemented to advance equity in this process/decision?**

Provide Feedback: bit.ly/4Equity

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