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?


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