

## Building Racial Equity: Foundations

### USING CHOICE POINTS TO ADVANCE EQUITY

1. Identify a Choice Point: What is one of your points of opportunity to make or influence a decision that may affect equitable outcomes?
2. Assess Impacts: What are the impacts of current decisions and actions that may be unintentionally reinforcing bias, barriers or inequities?
3. Generate Options: What are some alternative action options that could produce different outcomes?
4. Decide Action: Which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?
5. Change Habits: What reminders or “equity primes” can be structured into you routine practices and protocols to make equity an ongoing priority and habit? What relationships, supports, incentives or accountability measures could help?

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