



## What to Ask When Examining Your Work Through a DEI Lens

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- Who is involved in the process?
  - Are key stakeholders meaningfully included?
  - Is this work that impacts a group or community? If so, is their voice represented?
  - How diverse is the group of decision makers? Is it diverse enough?
  
- Who will be impacted?
  - Who benefits from this?
  - Who is burdened by this?
  - Does this help us meet the needs of underserved voters?
  - Have we considered various, specific marginalized groups and how they might be impacted?
  
- What are the intended and unintended outcomes?
  - What issue are we trying to solve?
  - What do we hope will happen?
  - What are the potential negative impacts? Who could be hurt by this?
  - What data or evidence supports this?
  - How might this be perceived by others?
  
- Does this align with our vision for an equitable and inclusive organization?
  - How is equity addressed?
  - What barriers might this place in the way of achieving equity?
  - How does this impact the League's culture?
  - What changes could be made to make this more equitable?