What to Ask When Examining Your Work Through a DEI Lens

• Who is involved in the process?
  o Are key stakeholders meaningfully included?
  o Is this work that impacts a group or community? If so, is their voice represented?
  o How diverse is the group of decision makers? Is it diverse enough?

• Who will be impacted?
  o Who benefits from this?
  o Who is burdened by this?
  o Does this help us meet the needs of underserved voters?
  o Have we considered various, specific marginalized groups and how they might be impacted?

• What are the intended and unintended outcomes?
  o What issue are we trying to solve?
  o What do we hope will happen?
  o What are the potential negative impacts? Who could be hurt by this?
  o What data or evidence supports this?
  o How might this be perceived by others?

• Does this align with our vision for an equitable and inclusive organization?
  o How is equity addressed?
  o What barriers might this place in the way of achieving equity?
  o How does this impact the League’s culture?
  o What changes could be made to make this more equitable?