



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?