

Using Choice Points to Advance Equity

1. **Identify Choice Points:** Where are some of your key decision-making points that may affect equity outcomes?
2. **Assess Impacts:** What are some impacts of current decisions, actions or practices that may be unintentionally reinforcing bias, barriers or current inequities?
3. **Generate Options:** What are some alternative action options that could produce different outcomes?
4. **Select Alternative Action:** Which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?
5. **Create Reminders:** What reminders or “primes” can be structured into you practices to make equity an ongoing priority and habit? What supports or accountability measures could help?