

Questions to ask for Applying an Equity Lens to Budget Reductions

As the Equity Action Council brought the *Reaffirmation of our Values* statement through the shared governance process, several people asked for specific suggestions on how to apply an equity lens to the very difficult work you are doing. Below are each of principles from the solidarity statement turned into more specific suggestions.

When making a decision:

- Ask if the process has been as inclusive as it should be. Have the parties likely to be impacted been consulted? Is everyone involved in the decision making process up to speed on the background and rules for decision making processes?
- Reflect on the impact a decision is likely to have on the most vulnerable members of our communities.
- Think about if the decision is likely to help close the racial achievement gap, and other achievement gaps.
- If a decision involves someone losing their job, think about if there are alternatives that will protect the employment of members of our community.
- Analyze whether or not the decision will keep education affordable and accessible.
- Ask if the decision will increase or decrease the extent to which our curriculum is engaging and reflects the diverse cultures of our students.
- Inquire if the decision will significantly reduce the diversity of course offerings, majors, and student pathways.
- See if the decision will diminish opportunities for our most vulnerable students.