

## Quick Questions to Center Equity in Crisis Response Decisions

Do you need to move quickly and equitably at the same time? Give yourself a head start with four simple questions that are nearly always relevant and four proven assumptions that are nearly always true:

### 1. WHO'S IN THE ROOM?

We should assume the people closest to the problem we're trying to solve have unique and authoritative insight into how to solve it. **How can we ensure their input and expertise are guiding the response?**

#### Kickstarter questions:

- Does the room have strong representation from the people and groups closest to the problem?
- If not, are there alternate ways you could get expertise from those groups today before making a final decision?
- Before the next time you meet, how can you ensure those groups **are** at the table?

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### 2. HOW CAN WE ALREADY SEE INEQUITY PLAYING OUT?

We should assume the problem we want to solve is already affecting marginalized groups differently than dominant groups. **What do we already know about how that is playing out?**

#### Kickstarter categories:

- Quantitative data
- Qualitative data
- Anecdotal evidence
- Common sense hypotheses

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### 3. IF WE DO NOTHING PROACTIVE, WHERE IS INEQUITY MOST LIKELY TO SHOW UP?

Let's assume that if we don't take specific action to ensure equity, we'll get inequitable outcomes. **Based on what we know now, how would that be most likely to happen?**

#### Kickstarter questions:

- What are marginalized people saying? (Or, how might we get their input quickly?)
- What are the most likely footholds for inequitable outcomes? You might consider the four types of racism here:
  - **Structural** (*the connections and interplay between institutions; the fabric of society*)
  - **Institutional** (*the design, staffing and operation of specific institutions*)
  - **Interpersonal** (*how bias or racist views play out between individuals*)

- **Internalized** (*how individuals inflict bias or racist views on themselves*)
  - Imagine a map of the process or system you're trying to improve. Where do actions get taken or decisions get made that could influence the equity of your outcomes? Start there!
  - What past experiences, events or outcomes can inform our predictions?
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#### 4. HOW MIGHT WE PROACTIVELY ADVANCE EQUITABLE OUTCOMES NOW?

Let's assume we are not powerless, and there are actions and design steps we can take right now to advance equity. **How might we mitigate racism and increase the likelihood of achieving equitable outcomes through this response?**

##### Kickstarter questions:

- What guidance can we give?
- What questions can we ask?
- What data can we track?
- What channels can we speak through?
- What tools can we build?
- What people or networks can we tap?