# Re-Imagining with an EDIB/Race Lens: Planning and Decision-making

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Directions: In planning and decision-making processes, when exploring the usefulness of a new idea or approach to a possiblepractice, service, policy, program or expectation/norm, etc., reflect on the full range of differences as the group explores these questions:

1. What are the productive intentions of this idea?
2. How will this idea advance our organizational goals for racial equity and inclusion if this idea is implemented?
3. By racialized group membership, who probably will have their needs met?
4. What groups may not have their needs met?
5. How might white people be unintentionally privileged or advantaged by this idea?
6. How might the implementation of this idea reinforce and perpetuate whiteness, white privilege, and/or white supremacy culture?
7. How might People of Color experience greater obstacles or barriers?
8. What racialized groups will experience unintended negative differential impact from the implementation of this idea, decision, policy, practice, program, or expectation/norm?
9. What assumptions, ideologies, or racial biases may be under this idea or approach?
10. What else is possible? What variation would meet the needs of more people across racialized group identities?
11. What more do we need to know? What are questions we still have?
12. Whose involvement and input and what additional data could help us in this conversation?
13. What other questions, issues, or ideas seem out of scope, yet we need to pass along for someone to consider?