



Decision-making worksheet

Maximize transformation toward racial and social justice.

1. What would we do if we *really* valued racial & social justice?
2. What is the desired outcome?
3. What would generate...
 - ◆ greatest transformation ◆ most radical ◆ biggest risk to advance your mission

Steward the organization.

1. What is the financial cost / benefit to the organization?
2. What resources are / could be available?
3. Ideas for making this more...
 - ◆ mission compatible ◆ financially viable
4. Is there a sense of urgency driving this decision? What are the impacts of moving fast? Moving slow?

Center those most impacted.

1. Who benefits? Who is burdened?
2. Who is most impacted?
3. Who is at the table? Making this decision? Holding power and influence?
4. Are we asking the right questions?
5. How are we maximizing...
 - ◆ transparency ◆ accountability ◆ access

Care for the individual people involved.

1. What is the human cost?
 - ◆ staff ◆ volunteers ◆ more (within organization)
 - ◆ clients ◆ community ◆ more (external)
2. Will this generate harm? Will this repair harm? Will this build or break trust?

Which criteria are in tension? How can that tension best be resolved?