

Driving Equity

The purpose of this exercise is to ensure that all decisions made in the Town of Bristol contribute to Bristol being “a place where individuals can live freely and express their opinions” committed to “fair and equal treatment of everyone in our community,” as stated in the Town’s Declaration of Inclusion (June 2021).

Every decision made by every department head and committee has the opportunity to grow Bristol toward equity and inclusion. These questions are a starting place to help decision-makers look for where power flows and work to see that all are served.

Developed by the Town of Bristol and Intentional Evolution Consulting

Driving Equity

What is the goal of the decision?



Who is impacted and who is served by the decision?

Who is missing from and who is participating in the conversation shaping this decision?

Driving Equity – deeper questions

- **WHAT IS THE PURPOSE / INTENT OF THE DECISION?**
- **WHO IS IMPACTED BY THE DECISION, and HOW (positive or negative)?**
(People who are for the decision and people who are against the decision should both be considered.)
- **HOW MIGHT THIS DECISION BE HELPFUL? WHO IS MOST LIKELY TO BENEFIT?**
- **HOW MIGHT THIS DECISION BE HARMFUL? WHO MIGHT BE IMPACTED?**
- **WHAT VALUES ARE DRIVING THIS DECISION? HOW DO WE KNOW?**
- **WHO INITIATED THE REQUEST?**
- **WHOSE PERSPECTIVES WERE CONSIDERED IN THE DECISION-MAKING PROCESS?**
- **WHO IS BEING ASKED TO MAKE THE DECISION?**
- **WHO WAS MISSING FROM THE CONVERSATION?**
- **WHO MAY HAVE BEEN EXCLUDED FROM THE CONVERSATION?**
(Consider whether our expectations, wording, requisites, process, or logistics prohibited some from participating.)