

DECISION-MAKER CHECKLIST

Objectives	<p>What are the qualities of a fair, objective, and unbiased decision-maker?</p> <p>What I have done today to engage in the practice of cultural competence (i.e., recognize and address my biases)?</p>
Surroundings	<p>Am I feeling attacked or insulted?</p> <p>Am I feeling rushed, stressed, distracted, or pressured?</p> <p>Am I feeling frustrated, angry, defensive, or distressed?</p>
Decision Making Criteria	<p>What are the relevant criteria/considerations in this decision-making context?</p> <p>What are the sources of ambiguity in this decision-making context?</p>
Assumptions	<p>What are the social identity characteristics (e.g. sex, race, gender identity, socio-economic status, religion) of the people involved?</p> <p>In what ways are their social identities privileged/marginalized? <i>Consider social identity characteristics such as Indigeneity, race, gender, sexual orientation, visible and invisible disabilities, mental health, age, language of origin, creed, and socio-economic status.</i></p> <p>Who occupies positions of power? Who makes important decisions?</p> <p>Who runs our governments, companies, and institutions?</p> <p>Who do we watch movies and TV shows about?</p> <p>Who would have an easier time getting around and doing everyday things?</p> <p>Whose perspectives, histories, writings, etc. are reflected in course materials?</p>

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<p>Assumptions (continued)</p>	<p>What are some stereotypical beliefs that are associated with people who share these social identities? Who can I think of that counters these stereotypes? What assumptions have I made about what is happening and the people involved? In what ways am I different from this person? What impact may this have on our perspectives and experiences? How would I treat someone who was not from a marginalized group? In what ways am I similar to this person?</p>
<p>Information</p>	<p>How can I get more information about what may be happening in this situation? Have I read anything on this topic? What have members of marginalized groups said/written on this topic/issue? What does the data/research say?</p>
<p>Decision Making Process</p>	<p>Have I made decisions and reached conclusions based on the relevant criteria/considerations that I developed before engaging in the decision-making process? Am I holding anyone to a higher or lower standard? Am I able to articulate why I have arrived at a certain conclusion? Would I feel comfortable publicly sharing my reasoning process? What evidence has supported every conclusion I have drawn, and how have I challenged unsupported assumptions? How does my decision-making process address these disparities/inequities?</p>
<p>Communication</p>	<p>Have I engaged in active listening? How does my tone sound? Am I engaged in non-verbal communication? What am I saying? Have I made jokes or used offensive language? Has someone identified something I have said or done as being hurtful/disrespectful? Am I addressing all the parties in the same way (e.g. by name)?</p>