

## Critical Thinking in Action: Questions To Guide Equity Initiatives

Does this equity initiative or effort...

- ✓ invite people to analyze things from different perspectives?
- ✓ help to identify where we are being complicit in the making of the problems being addressed?
- ✓ acknowledge that there are other logical ways of looking at the same issue framed by different understandings of reality?
- ✓ introduce a problem in the present without referring to why this problem exists and how different entities are connected to the making of that?
- ✓ offer an analysis of power relations?
- ✓ offer a singular view of what is successful or what progress looks like?
- ✓ offer simplistic analyses and answers that do not invite people to engage with complexity nor think more deeply?
- ✓ portray communities who are affected by inequities as people who are entitled to:
  - disagree with the system, program, policy at hand; and
  - to legitimately want to implement different solutions than what is being brought forth?