

# Equity, Diversity, and Inclusion (EDI) Policy & Procedure Analysis Framework

This resource is meant to serve as a guide for trustees when reviewing or crafting policy for our organization. Consideration of the questions should allow an individual the opportunity to consider a policy or procedure from different points of view and build in objectivity.

1. How does the policy increase opportunity and/or access for those who historically have been excluded?
2. Can you identify a specific group who benefits from and/or who is harmed by the policy?
3. Is this policy based on assumptions that are not objective but that are based on stereotypes, prejudices, implicit or explicit biases, pre-existing and unexamined beliefs? Can you identify an area where bias might have influenced your language or decision?
4. Is the language of this policy gender-neutral? Are all identity nouns and pronouns neutral? (e.g. using “them” instead of “him” or “her”) Are there words or terms that a member of an historically excluded group might find objectionable?
5. Is this policy too ambiguous, leaving too much room for bias to influence the realization of the goals of this policy? Is there an opportunity to appeal a decision in the area of personnel policy?
6. In creating this policy/procedure, have you done everything you could to forward the goal of MHLS to become an inclusive, diverse, anti-racist and ethical organization that treats all humans with dignity and respect?