

Framework for DEI Process Analysis

1. Identify the various steps in the process
2. Identify key decision points in the process
 - a. Who are the decision makers within the process?
 - b. Who are the other relevant stakeholders within the process?
 - c. What are the roles of various stakeholders in these processes?
3. **Creating Change**: Identify the DEI engagement points
 - a. Color-code the process to clearly identify points where DEI are operative values
 - b. Do additional engagement opportunities exist or need to be created?
 - c. Be sure to identify how these opportunities engage different steps of the process
4. Identify the starting point(s)
 - a. What step or steps in the process should be engaged first?
 - b. Who has the positionality or authority to further DEI engagement at these points?