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?