

## EQUITY PRIMES

### Choices

**We each have a choice. . .  
to be a voice for equity and inclusion.**

When I see or hear someone being treated in a manner contrary to our values and rights as members of this committee, I can. . .

- send a private message to the speaker.
- ask for recognition to pause and address the issue in the moment.
- speak with the moderator at the break to address later.

Am I using the meeting tools to maintain my own powers?

### Provisional Rights of Members of a GA Committee underlying the equity prime card:

- Right to be recognized by a moderator
- Right to disagree and voice disagreement
- Right not to be interrupted and finish a thought
- Right to vote, depending on status
- Right to speak in all of our various accents and dialects
- Right to request an interpreter
- Right to feel equal to others at the table
- Right not to be a cradle Presbyterian and have zero connection to the historical church



## EQUITY PRIMES

### Questions before discussion and/or decisions in a group or committee:

- Do we have enough information to make an equitable/inclusive decision?
  - Who is included and/or excluded from this decision?
  - Who does this decision impact?
    - Have we heard directly from those who will be impacted?
  - Who does this benefit and how?
  - How might this decision exclude or harm a group or groups?
  - Have we thought through the impact to the whole church?
- What additional voices/information do we need to make an equitable/inclusive decision?
- Could there be any unintentional disparate impact, both active and passive, that could perpetuate inequities?
- Is this decision best made now or at a different time?
- Have we honored what is on our cards (Choices and Rights) to honor each other's rights and check our own use of power?
- Is this decision being made with energy, imagination, intelligence, and love?

