

Equity Pause Information

Equity Pause & The Board of Alumni:

Following our discussion about privilege in our last meeting, we thought it would be good to follow-up with a tool we can use in our work as a board -- and beyond into our work and personal lives outside of Lewis and Clark. That tool is the Equity Pause. The point of this learning is so that we can build it into the framework our board uses going forward to ensure that we are doing our part to drive towards equitable solutions and outcomes.

Why is an equity pause important?

Over decades, our [built environment systems have been designed towards racial inequity](#), and changing those processes requires that we challenge ourselves and think beyond the norms of standard practice. We have a tendency to want to fix things, and unless we question our process and biases, we risk replicating and reinforcing the inequities that exist in our current systems.

What is an equity pause?

An [Equity Pause](#) is a time to pause the [design/planning] process to reflect and share our learning, remind ourselves of our shared goals/practices, and name what we might do better in the support of racial equity and inclusion. It's a first step to notice, see and name the obstacles that get in the way of equity.

What's next?

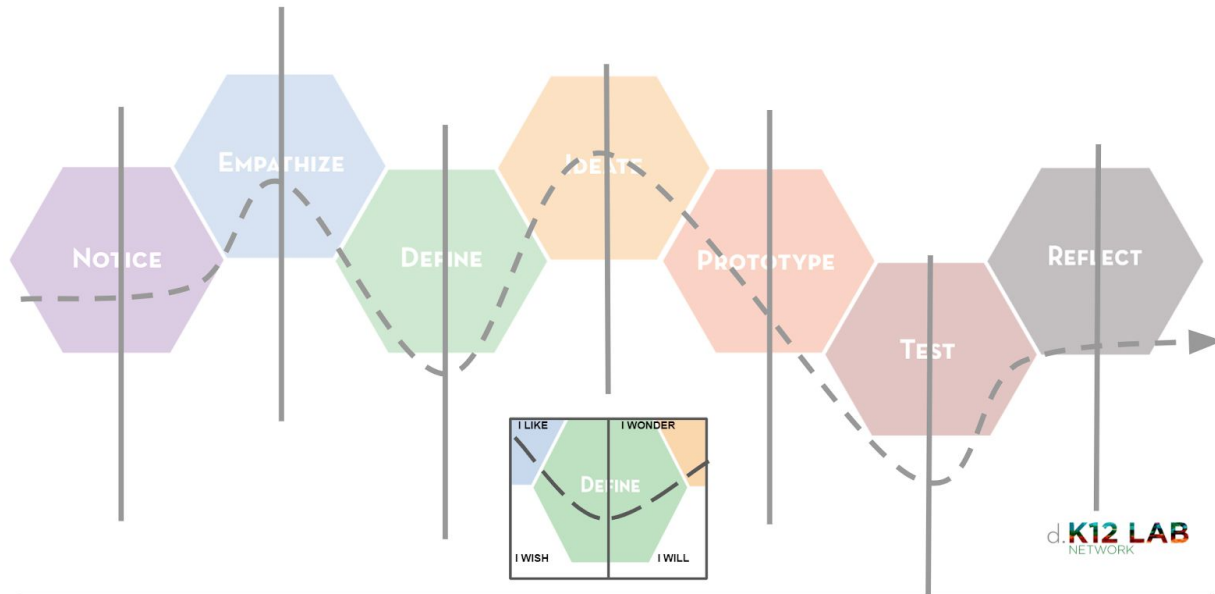
We will break into our committees and the chair of your committee has picked a topic to workshop with the Equity Pause framework. Here are some of the questions that you can use to guide your discussion and start brainstorming.

What questions should we ask during an equity pause?

- **Awareness:** What would we like to say that hasn't been said?
- **Inclusion:** Who are we not hearing from? Why?
- **Relationships:** Is this conversation/action/project moving towards a long term relationship?
- **Acknowledgments:** Are we acknowledging the history? What and who would you like to acknowledge and celebrate?
- **Process & Practice:** Are we on the right track? Do we need to update our practices and processes?
- **Goals:** Are we moving towards more and/or improved equity and inclusion practices?
- **Implicit Biases:** Where are our blindspots and biases?

Language pulled from this [Resource](#)

NOTICE	EMPATHY	DEFINE	IDEATE	PROTOTYPE	TEST	REFLECT
The NOTICE phase focuses on you, the designer, in order to build a practice of awareness of your values, identity, biases and assumptions and your impact on the user and context within which you are empathizing. This allows for authentic user centered design, not "you" centered design.	The EMPATHY phase of the process is focused on understanding the experiences, emotions and motivations of others. Designers use specific empathy methods to learn more about the needs of the users for whom they are designing.	The DEFINE phase of the process is focused on developing a point of view about the needs of your user. During this stage of process, designers narrow from lots of information to a statement that is inspiring and special.	The IDEATE phase of the process is focused on generating as many solutions to a problem as possible. Once many solutions have been generated, students will select one to move forward to prototyping.	The PROTOTYPE phase is an iterative development of tangible artifacts or experiences intended to elicit feedback and answer specific questions about a concept.	The TEST phase of the process is focused on getting specific feedback about how ideas can improve. It is important to remember during this phase that prototypes are imperfect but feedback is precious.	The REFLECT phase of the process is ongoing and transparent throughout the design thinking process. It allows you the time to focus and reflect on your actions, emotions, insights and impact as a designer and human.



Links to Other Resources:

[Racism and inequity are products of design. They can be redesigned.](#)

[Toolkit for Equity Design](#)

[K12 Lab Liberatory Design Deck](#)