## **PARTNER CONNECT 2021**

## **Equitable Decision Making Framework**

**Equitable Decision Making Framework[[1]](#footnote-0)**

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| **What** | **How** |
| STEP 1: Presenter comes prepared to share a dilemma  *(1 Minute)* | A presenter prepares a dilemmaor decision for the meeting. **The presenter then shares the dilemma** or decision verbally or through artifacts like data, emails, or other information. The Presenter can ask for feedback or input on one key question or decision. |
| STEP 2: Team asks clarifying questions  *(2 Minutes)* | **Team asks the presenter clarifying questions** that require yes/no or short answersso everyone can get clarity on the decision or dilemma. |
| STEP 3: Team reflects  *(1 Minute)* | The **group silently reflects** on the dilemma with the new information and mentally prepares for discussion. |
| STEP 4: Team discusses while Presenter listens silently  *(3 Minutes)* | In the discussion, **the team can ask each other probing questions, share insights they gained, and voice any other ideas** or reflections. Note: The presenter doesn’t participate and simply takes notes. |
| STEP 5: Presenter reflects  *(1 Minute)* | Team pauses to **give the presenter time to reflect** on their offered perspectives. |
| Closing: Presenter shares decision  (1 Minute) | **Presenter expresses takeaways**, reactions, thoughts, or next steps. |

**Equitable Decision Making Worksheet**

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| **What** | **Your Notes** |
| STEP 1: Presenter comes prepared to share a dilemma  *(1 Minute)* |  |
| STEP 2: Team asks clarifying questions  *(2 Minutes)* |  |
| STEP 3: Team reflects  *(1 Minute)* |  |
| STEP 4: Team discusses while Presenter listens silently  *(3 Minutes)* |  |
| STEP 5: Presenter reflects  *(1 Minute)* |  |
| Closing: Presenter shares decision  (1 Minute) |  |

**Reflection Questions**

1. What impact did the ‘pause and reflect’ moments have for you personally and as a team?
2. Where did you see stress come up for you or the group?
3. Where did you see opportunities to pursue diverging opinions and diverse voices?

**Resources**

Want to refresh your understanding of the consultancy protocol?

Check out this [Possip blog by Amanda Richards](https://possip.com/consultancy-protocol/) and the [original resource by Elena Aguilar](https://brightmorning.wpengine.com/wp-content/uploads/2018/10/Appendix-E.1-Activities-For-Meetings-Consultancy-Protocol.pdf)!

1. Based on the Elena Aguilar Consultancy Protocol: <https://brightmorning.wpengine.com/wp-content/uploads/2018/10/Appendix-E.1-Activities-For-Meetings-Consultancy-Protocol.pdf> [↑](#footnote-ref-0)