SONORAN UNIVERSITY
OF HEALTH SCIENCES

Sonoran University's Equitable Decision-Making Resource

Mission & Values: Sonoran University of Health Sciences shapes a healthier future by supporting students as they train to excel as healthcare professionals, by enhancing the health and well-being of our patients and communities, and by discovering effective treatments for humanity grounded in the healing power of nature.

~ We Love. We Shape the Future. We Achieve Excellence. We Do the Right Thing. We are Resilient.

Review this document when decisions will be made that impact one or more of the university's populations (students, staff, faculty, patients, etc.). Please thoughtfully consider each element as outlined below. The intent is for those trusted with authority to keep equity, power dynamics, and the goal of a more inclusive and welcoming institution at the forefront of important discussions. Useful definitions follow.

1) What is the intended outcome?
2) YES/NO - Do we have a transparently evident need to make this decision at this point? Is the decision being rushed?
3) YES/NO - Is our decision informed by data? (The data must be current and data collection must not delay action excessively.)
4) How will effectiveness be measured both quantitatively and qualitatively?
5) YES/NO - Has everyone in the decision-making process had ample time to voice their concerns and have them addressed, regardless of their individual position? (This means *all* valuable constituents across the institution have been consulted.)
6) Who will benefit from this decision and who will be burdened? How can support be provided for those burdened by the decision?
7) YES/NO - Does maintaining the current situation disproportionally impact systemically non-dominant populations in our community? (This means reflect on *privilege* when considering the decision.)
8) How are the groups *most affected* by this decision represented in the process?
9) What are possible impacts of this decision, for example morale, cultural climate, and relationships? Are there any other "hard to see" areas? What are the immediate and long-term impacts of this decision?
10) How will the decision be shared with the community? (Is email the most effective tool to disseminate information? Are there alternative ways that would be more impactful?)
11) What is the timeline to revisit this decision to measure and evaluate equitable outcomes?
12) YES/NO - Is there agreement about what success (even minimal) regarding this decision looks like?

By thoughtfully answering the questions above, you will consider aspects of decision making that will help Sonoran University "live" its mission and purpose.

Adapted from: Clark College (2020, August 1). *Equitable Decision-Making Tool*. Clark.edu. https://www.clark.edu/about/governance/shared-governance/EquitableDecisionMakingTool.pdf

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Useful Definitions:

Purpose - Purpose refers to the underlying reason or intention behind the efforts and initiatives aimed at promoting diversity, equity, and inclusion. It represents the fundamental motivation and drive to create a more inclusive and equitable environment in all aspects of an organization or community.

Power and Privilege – Power refers to the ability to influence decisions and systems. Understanding power dynamics is crucial for recognizing and addressing disparities and promoting more equitable distribution of power. Privilege refers to unearned advantages such as race, gender, class, sexuality, or ability based on social identities. Privilege is often invisible or taken for granted by those who possess it, while it can result in disadvantages or marginalization for those who lack it. Privilege manifests in various ways, such as easier access to resources, better opportunities, greater visibility, and societal validation. Recognizing and challenging privilege is important to create more equitable and inclusive spaces.

Consulted and Informed - "Consulted" means actively seeking and considering input from individuals or groups, while "informed" means providing relevant information and updates. Consulting involves actively involving diverse perspectives in decision-making, while informing ensures transparency and awareness. Both approaches should be used to ensure inclusivity and engagement.

Impact and Effectiveness – Impact refers to the actual positive changes, while effectiveness measures the degree to which those efforts are successful in achieving their intended goals.

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