



## **Equity Questions to Consider When Planning a Program**

- 1. Who is involved in the planning and decision-making?**
- 2. Whom is this program intended to help? Whom might it harm?**
- 3. Who is the intended audience? Who is excluded? Are there other opportunities for those that might be excluded?**
- 4. How is outreach designed to bring in nonprofit staff at various levels and from different organizations?**
- 5. Who are the speakers/presenters? Are they widely used? Are there others to consider?**
- 6. Is the space easily accessible to people of all abilities?**
- 7. Will people of all abilities be able to fully participate?**

**Are there other questions you think should be included? Reach out to Jan Fisher [@jfisher@npwestchester.org](mailto:@jfisher@npwestchester.org)**