

## **Planning—Services, Projects/Programs, Events**

When we consider the range of equity issues, we take action to eliminate barriers so that everyone can benefit.

1. Do the expected outcomes of the service, project/program or event reflect equity and inclusion goals?
2. How will the service or project/program build upon the strengths of the people it serves?
3. Will the service or program contribute to more equitable access to resources and benefits in the wider community?
4. Have the primary target groups been consulted?
5. How is the proposed service, project/program or event designed to ensure that a full diversity of people can participate and benefit with dignity? (i.e., accessibility for mobility devices, visual and hearing impairments, child or dependent care, transportation, safety concerns, language).
6. Does the time of the event or hours of the service consider potential demands on people's time? (i.e., religious and cultural holidays, harvest time, family responsibilities).
7. Have we considered and made note of equity and inclusion considerations in our business plans and project management plans?
8. Are the long term needs from different equity groups considered in our long term planning?
9. Are there good equity and inclusion practices in other cities, departments or community organizations that can inform the implementation?
10. What human and financial resources are required to address equity and inclusion in the implementation of this service, project/program or event?