



DISCOVER

EQUITY PAUSE TIPS

“Racism and inequity are products of design. They can be redesigned.”

An Equity Pause is a moment to stop and reflect during planning or design. It’s a chance to share what we’re learning, reconnect to our goals, and talk about how we can better support racial equity and inclusion. It helps us notice and name the barriers that get in the way of equity.

Equity means fair inclusion, where everyone can thrive. Reaching it requires us to question old habits and systems. If we don’t pause and reflect, we risk repeating the same inequities.

QUESTIONS TO ASK

- What would we like to say that hasn’t been said?
- Who are we not hearing from? Why?
- How are we building relationships?
- Is it in service to the organization, office, team, community?
- Are we placing extra burden on any of our users, customers, and staff?
- What practices do we need to update or improve to ensure all voices are heard
- Where are our blind spots, biases and assumptions?

FACILITATING THE DISCUSSION

Notice

Ask yourself: *Is what I’m about to do inclusive, equitable, accessible, and respectful of diversity?*

Reflect

Build equity pauses into meetings where you’re designing processes, shaping solutions, or setting direction. These pauses create space for open conversation about equity, diversity, accessibility, and inclusion (EDAI). They signal that it’s safe — and expected — to speak up. For those newer to EDAI, they offer a model for thinking proactively and constructively.

Acknowledge

Recognize the experiences and histories that shape staff and customer perspectives. Acknowledge your own biases and assumptions. Be open to discomfort and stay committed to learning. Try adopting this mindset:

“You’re not here to be right — you’re here to get it right.”