

VIBE FRAMEWORK
VIEWS-INCLUSION-BENEFITS and BURDENS-EQUITY

Think about these aspects of a decision to create a process for equitable decision-making

Consider a recent decision with these exploratory questions:

Views

- Whose view is centered?
- Whose view is not being considered?

Inclusion

- Whose voice has been included so far? Whose should be?
- Who should be consulted in order to understand the implications of this decision?
- Are those potentially impacted the most by this decision involved in the decision making in some way?
- Have I taken the necessary time to hear and thoughtfully consider their STATED (not assumed) needs?

Benefits and burdens

- Who will benefit most from this decision?
- Are those with dominant identities the primary beneficiaries of this decision?
- How will this land differently on people with different positionalities?
- Who will carry the burden of this decision (e.g., time, labor, stress, etc.)? Will those who are marginalized carry more of it?
- What harm might be done by this decision? What can we do to mitigate potential harm?

Equity

- Will this decision lead to a more equitable environment?
- Will this decision create or exacerbate any inequities that will need to be addressed later?
- Am I using my power to enact change that will benefit those with less power?

Source: T Souza and J Harper, 2022. <https://www.facultyfocus.com/articles/equality-inclusion-and-diversity/decision-making-for-equity-applying-the-vibe-framework-for-more-equitable-outcomes/>