# EQUITY-CENTERED DESIGN THINKING ROADMAP

<table>
<thead>
<tr>
<th>Phase</th>
<th>Action</th>
<th>Ask Ourselves…</th>
<th>When To Move On</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNDERSTANDING THE PROBLEM</td>
<td>Empathize</td>
<td>Did we:</td>
<td>We made a concerted effort to gather thoughts, reflections and concerns from a diverse set of people with proximity to the problem.</td>
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|                               | What are the needs of the people we are solving for? | • Identify a diverse set of people with proximity to the problem (PPP)  
• Create a safe space for honest sharing  
• Listen to and learn from PPP  
• Hear from PPP across lines of difference |                                                                                                           |
|                               | Define                                      | Did we:                                             | We did our best to make sense of Problem X and asked ourselves where the problem manifests itself and what the context is. |
|                               | What are we trying to solve?                | • Identify the challenge  
• Examine research & data  
• Understand historical context & identify root causes  
• Reflect on personal experiences with the challenge |                                                                                                           |
| EXPLORE POSSIBLE SOLUTIONS    | Solutions exploration                       | Did we:                                             | We engaged in multiple rounds of solutions exploration and identified potential solutions to Problem X. |
|                               | What could we do?                           | • Transition to problem-solving  
• Engage community to generate solutions  
• Define success and barriers/mitigations  
• Generate ideas that would lead to success/overcome barriers |                                                                                                           |
| REFLECT ON EFFECTS OF POTENTIAL SOLUTIONS | Prototype & Test                           | Did we:                                             | After settling on a solution, we developed multiple prototypes, identifying basic components, goals and activities. |
|                               | What do we do? Does our prototype work?     | • Choose ideas to prototype  
• Identify components, goals and activities  
• Have the “embrace failure” mindset  
• Test multiple prototypes  
• Get valuable feedback from PPP | We tested the prototype with PP, asking if they agreed with our assumptions and design features, and which might be improved |
| IMPLEMENT FINAL OPTION        | Pilot and/or Implement                       | Did we:                                             | We selected and piloted and/or implemented a solution, leaving ourselves open to revisiting earlier phases and identifying lessons learned |
|                               | How do we proceed?                          | • Identify what we learned  
• Identify questions still open  
• Consider what to do differently  
• Revisit earlier phases, as appropriate |                                                                                                           |
| ENSURE INCLUSIVE, EQUITABLE DESIGN | Notice                                      | Did we:                                             | We practiced self-awareness of our own identity, values, emotions, biases, assumptions & situated-ness |
|                               | What am I bringing in?                     | • Acknowledge identities, biases, values, power, identity and context |                                                                                                           |
|                               | Reflect                                     | Did we:                                             | We noticed, focused and reflected on our actions, emotions, insights and impact as designer(s) and human(s) within our user's context |
|                               | How did I show up?                          | • Pause to notice our own reactions (emotions, actions, insights, impact)  
• Reflect on our role as designer and human within the user context |                                                                                                           |

https://dschool.stanford.edu/resources/equity-centered-design-framework  
https://www.innovationship.com/design-thinking-questions-checklist  
https://medium.com/equity-design/racism-and-inequity-are-products-of-design-they-can-be-redesigned-12188363cc6a
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