



P.A.U.S.E. is a decision-making process that infuses a “diversity lens” into everyday work.



P PEOPLE, POWER & PROCESS

Include the people most affected by inequities

A ASK DIVERSITY

Raise questions for justice

U UNDERSTAND

Do not assume: Listen, observe, describe & reflect

S STRATEGIZE

Plan with sensitivity & mindfulness. “Stop, Start, Continue”

E ENACT & EVALUATE

Resource, measure, and improve. Celebrate success!