**COMPASS WORKSHEET**

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| **1 Describe your GE-/ change measure** | |  |
| **2. Examine your measure in the light of these questions** | **Creative**  *Does it challenge the status quo? The institution?*  *Is it visionary in your context?*  *Does it bring or create something new?  Does it bring about a qualitative lift?* | Icon  Description automatically generated |
| **Open**  *Is it transparent to others?*  *Can it be analysed from different perspectives?*  *Is it possible to discuss pros and cons?*  *Is it participatory? Is it accessible?*  *Do all groups and individuals have a voice?* |  |
| **Mitigating**  *Does it successfully eliminate or reduce bias?*  *Is it non-discriminatory?*  *Does it challenge stereotypes and norms?*  *Is it meaningful and mindful?* |  |
| **Processual**  *Does it focus on processes and procedures?*  *Does it inspire to action?*  *Does it focus on practice and operation, on doing something?*  *Is it functional?* |  |
| **Accountable**  *Is it just and fair?*  *Is it responsible? Does it comply with national and international regulations, charters and codes?*  *Is leadership responsibility clear and explicit? Do leaders act according to their responsibility?*  *Are there measures in place that track and follow-up on progress and developments?* |  |
| **SMART – see separate worksheet** |  |
| **Sustainable**  *Is it reproducible?*  *Is it systemic? Does it take its context into account?*  *Does it use resources in ways that do not deplete them?*  *Is it self-generative?* |  |
| **3. Revise your GE/change measure based on the above analyses – any adjustments?** | |  |

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