**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?**  |  |

