

I. M. P. A. C. T.

In order to empathize with someone's experience you must be willing to believe them as they see it and not how you imagine their experience to be.

- Brene Brown



What is Fair Process?

An approach of open communication with all individuals involved in the decision-making process, and allowing people to feel they have been treated fairly and with respect despite the preferred outcome.

Fair Process is not:

- Decision by consensus
- Does not set out to achieve harmony
- Does not set out to win people's support through compromises that accommodate every individual's opinions, needs or interests
- Democracy in your system
- Leaders forfeiting their responsibility to make decisions, establish policies and procedures



3 Principles of Fair Process

Engagement

Explanation

Explanation Clarity

Engagement: Everyone impacted has a chance to voice their input and opportunity to discuss possible courses of action.

Explanation: After a leader has made a decision, that decision and the process and reasoning behind the decision are made clear to all stakeholders.

Explanation Clarity: Everyone involved understands the implications of that decision, the specific expectations and the consequences for failing to meet those expectations.