

# 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.