**Inquiry and Assessment**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Step 1: Presenting Issue, Opportunity or Problem**

[Insert]

What is the presenting issue, opportunity or problem?

*Example: A couple reported on social media they were   
denied housing based on their sexual orientation and are   
seeking assistance. According to the couple, the landlord  
first approved their application, but later rescinded the   
approval after learning they were lesbians.*

**Step 2: Evidence**

How do you know this is occurring or has occurred?

* I witnessed/experienced this myself.
* The person or people who experienced the human rights violation reported it themselves.
* It was reported by a credible source known for doing due diligence (i.e. colleague, friend, etc.)
* There is video, written evidence or other documentation.
* There is detailed coverage in one or more credible news sources.
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 3: Due Process**

[Insert]

What has already been done (if anything) to address the   
issue?

*Note: It’s important to encourage use of internal or   
existing processes whenever possible, and to ensure   
documentation of all attempts to address the issue through   
established means. In the event the issue is taken to   
policy-makers or to court, this can aid plaintiffs in   
demonstrating the need for legislative or judicial relief, particularly   
when all available remedies have been exhausted.*

**Step 4: Human Rights Violation**

Based on what you’ve learned or observed so far, what is(are) the specific human rights violation(s)? (Please check all that apply.)

|  |  |  |
| --- | --- | --- |
| **Universal Human Rights Violation** | * Denigrates a person’s dignity and worth * Infringes on a person’s autonomy of body, mind or soul * Infringes on a person’s right to life * Infringes on a person’s right to liberty * Infringes on a person’s right pursuit of happiness | |
| **Civil Rights Violation** | * Violates a person’s ability to secure employment based solely on their qualifications * Violates a person’s right to secure housing based solely on their ability to pay * Violates a person’s right to access to public accommodations | |
| **U.S. Constitutional Rights Violation** | * Freedom of/from Religion * Freedom of Speech * Gun Rights/Freedom from Gun Violence * Privacy * Rights of the Accused * Equality and Fairness | * Voting * Reproductive Rights * Marriage * 9th Amendment Protections * Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **Basic Human Needs** | * Restricts Access to Survival Needs * Restricts Access to Sense of Self, Environmental, Relational Needs | |
| **Accessibility and Inclusion Violation** | * Marginalizes an individual or group * Creates or has a disparate impact on an individual or group * Creates a permanent “other” | |

**Step 5: Roots of Oppression**

Based on what you’ve learned or observed so far, where has oppression likely been rooted? (Please check all that apply.)

* The thoughts, behaviors and actions of a single person in a position of authority.
* Concepts or ideology institutionalized by a business or organization.
* A tool or technology, such as a form, software or physical infrastructure.
* The system, policy or law itself.
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step 6: Impacts of Oppression**

[Insert]

What impacts has this violation had, or is likely to have, on stakeholders (those who are directly impacted by the violation)?

*Example: The couple has experienced the trauma of dehumanization, as well as housing and financial insecurity due to having their application approved, and then later denied.*

**Step 6: Strengths Review**

[Insert]

What are the known strengths of the offending individual or   
agency that can be built upon and amplified to address the  
issue (if known at this time)? What are the known strengths   
in the current systems that can aid in addressing the   
issue, opportunity or problem?

*Example: The landlord is a member of Chamber of Commerce   
whose values include diversity, equity and inclusion. In addition,  
sexual orientation is included in the state’s civil rights laws.*

**Step 7: Action Needed at This Time**

Based on what you know at this time, what is the likely best place to start?

* Linkage and Referral***:*** There are existing resources, such as internal policies, pro-bono attorneys, local, federal or state agencies dedicated to addressing this issue, or issue specific education or advocacy groups already in existence who can ensure the issue, opportunity or problem is addressed.
* Ask for Change***:*** If presented with the issue, opportunity or problem, the offending individual or agency is likely to take it upon themselves to address the issue.
* Propose a Human Centered Solution***:*** If presented with a human centered solution, the offending individual or agency is likely to enact change.
* Escalation Techniques***:*** Asks for change and/or proposed solutions have not been acted upon. Gaining support is required.

**Step 8: Complete and Save**

Once you’ve completed your initial assessment, you may want to refer back to it as you progress through your human rights advocacy intervention. In addition, you may want to keep records of your activities and actions.