

Pre-Launch DEI Gate Checklist



Gate	Status	Notes
Cultural Sensitivity Review Completed	Green / Yellow / Red	ERG review documented; severity scale applied
No High-Severity Concerns Open	Green / Yellow / Red	All high-risk issues resolved prior to approval
Legal Compliance Verified	Green / Yellow / Red	Trademark, privacy, and jurisdiction review complete
Accessibility Benchmarks Confirmed	Green / Yellow / Red	WCAG-informed contrast and sizing standards met
Supplier Certifications Verified	Green / Yellow / Red	Diversity and material certifications validated
Crisis Response Plan Documented	Green / Yellow / Red	Response team and escalation path identified

Launch Rule: All gates must be Green or Yellow with documented mitigation. Any Red status requires production halt until resolved.

Severity Scale

Level	Definition	Required Action
High (Red)	Cultural appropriation risk, legal compliance issue, or exclusion risk	HALT production until fully resolved
Medium (Yellow)	Messaging clarity concerns or minor inclusivity gaps	Document mitigation plan before proceeding
Low (Green)	Minor stylistic suggestions or enhancements	Proceed and monitor post-launch feedback

Approval Signatures

Role	Name	Signature	Date
Procurement Lead			
DEI Officer			
Legal Counsel			
Executive Sponsor			

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