DARCI Decision Making Model

The DARCI Decsion Making Model helps bring clarity to how your organization or team will come to a decision, and who will be involved in each step of the way.

DARCI Decision Making Model[1]

- ☐ **D**ecision-maker: Gives final approval. May be individual or group, (for example a management team or coalition lead team.)

- ☐ **A**ccountable: Manages the project. This individual may not do much of the actual work, but they ensure it gets done. A project can have only one 'A'. The 'A' can have other roles, such as being the Decision-maker and/or perhaps being Responsible.

- ☐ **R**esponsible: Get the work done. Sometimes different people are Responsible for different parts of a project.

- ☐ **C**onsultant: Who needs to be consulted – in a timely, meaningful way? At which points or for which specific elements?

- ☐ **I**nformed: Who needs to be informed about the project and when? Informed people do not weigh in or consult on the project.

DARCI Example:

SAMPLE PROJECT	D	A	R	C	I
Hire new organizer	ED	Campaign Director	Ops lead Developing process, JD and scheduling interviews Campaign director Conducting outreach, creating interview team, recommending top candidates	ED core skill requirements Current organizers needs assessment	All staff status updates ED updates on top candidates

[1]While the DARCI model is referenced in many publications and used widely, TREC would like to acknowledge the Social Transformation Project for its resources on the DARCI model.

DARCI Grid:

PROJECT	D	A	R	C	I