DARCI Decision Making Model

The DARCI Decision 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]

This resource is a guide to uncovering some of the characteristics of white dominant culture, understanding the impact, and finding ways to address it.

- **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: Gets 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	Executive Director (ED)	Campaign Director	Ops Lead: Developing process, drafting job description, 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.

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DARCI Grid

PROJECT	D	A	R	C	I

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