

Example of an Equity Impact Tool

<p>Step 1 Identify shared goals</p>	<ol style="list-style-type: none"> 1. What are we hoping to accomplish through this decision? 2. What outcomes do we anticipate as a result of this decision?
<p>Step 2 Identify Impacts</p> <p>How will this decision impact the communities served?</p>	<ul style="list-style-type: none"> • Who are the communities impacted by this decision? How have we identified these communities? What data are we using? • What does the data tell us about disparities in the communities we serve? • How have historical decisions that have impacted these communities been considered in this policy, program or decision? Historically, what resources have been invested in these communities compared to others? • Who benefits from this decision? Who is left out? • Are there adverse impacts or unintended consequences of this project? If so, what are they?
<p>Step 3 Engage Community</p> <p>How have we engaged the community to co-develop the decision and determine outcomes?</p>	<ul style="list-style-type: none"> • In what ways are you building relationships with the identified communities? Who are you partnering with? • In what ways did these relationships influence the policy, program or decision? • How does your work create inclusive spaces that allow communities to collaborate on the development of the policy, program or decision? • Do communities have access to all the information and tools they would need to more fully participate as a partner on the policy, program or decision? • How has your engagement with communities affected by your policy, program or decision helped co-define equity in the outcomes of your work?

<p>Step 4 Plan for Equitable Outcomes</p> <p>Operationalizing Equity: How will we advance equity through this decision?</p>	<ul style="list-style-type: none">• Identify potential inequities. What are your strategies for advancing equity? Be explicit in considering the lived experience of different social identities such as race, ethnicity, gender, disAbility, etc.• How does advancing equity help achieve one or more of our committee/organization goals? What is your plan for implementation?• How will you ensure accountability?• How will you communicate and evaluate results?• How will you use this tool to evaluate the policy, program or decision in 1-2 years?
---	--