RACIAL EQUITY IMPACT ASSESSMENT CHECKLIST

These questions can help you begin your race equity impact assessment.

1. **Identifying stakeholders**
   ☐ Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal?
2. **Engaging stakeholders**
   ☐ Have stakeholders from different racial/ethnic groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this proposal?
   ☐ Who's missing and how can they be engaged?
3. **Identifying and documenting racial inequities**
   ☐ Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address?
   ☐ How are they affected differently?
   ☐ What quantitative and qualitative evidence of inequality exists?
   ☐ What evidence is missing or needed?
4. **Examining the causes**
   ☐ What factors may be producing and perpetuating racial inequities associated with this issue?
   ☐ How did the inequities arise?
   ☐ Are they expanding or narrowing?
   ☐ Does the proposal address root causes? If not, how could it?
5. **Clarifying the purpose**
   ☐ What does the proposal seek to accomplish?
   ☐ Will it reduce disparities or discrimination?
6. **Considering adverse impacts**
   ☐ What adverse impacts or unintended consequences could result from this policy?
   ☐ Which racial/ethnic groups could be negatively affected?
   ☐ How could adverse impacts be prevented or minimized?
7. **Advancing equitable impacts**
   ☐ What positive impacts on equality and inclusion, if any, could result from this proposal?
   ☐ Which racial/ethnic groups could benefit?
   ☐ Are there further ways to maximize equitable opportunities and impacts?
8. **Examining alternatives or improvements**
   ☐ Are there better ways to reduce racial disparities and advance racial equity?
   ☐ What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?
9. **Ensuring viability and sustainability**
   ☐ Is the proposal realistic, adequately funded, with mechanisms to ensure successful implementation and enforcement?
   ☐ Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?
10. **Identifying success indicators**
    ☐ What are the success indicators and progress benchmarks?
    ☐ How will impacts be documented and evaluated?

☐ How will the level, diversity and quality of ongoing stakeholder engagement be assessed?

Based on the above responses, what revisions are needed in the policy, practice or decision under discussion?