



Racial Equity Impact Assessment Tool

When developing and implementing a new program or policy, it is important to consider the potential disparate impact it may have on historically underrepresented and marginalized groups. A racial equity assessment & impact tool serves to measure proposed policies and/or practices to determine whether they relieve or perpetuate existing inequities. This tool should be used by the project manager prior to the implementation of a program or policy and during the design phase. Specifically, this internal tool is designed to help CSHers:

- ✓ systematically examine the role of bias in relation to systemic disparities and disproportionality among racial, ethnic and other marginalized identities;
- ✓ root out/preempt potential barriers, impacts and/or unintended consequences for disparately impacted groups from proposed programs/ policies and other decision-making processes;
- ✓ consider alternative policies that center an anti-racist, race equity approach and
- ✓ work to reduce, eliminate and prevent racial disparities and inequities and advance race equity.

This Tool's Applicable Uses:

- Policy/Regulatory Analysis
- Program Design, Development, Implementation, Monitoring & Evaluation

Name and Role on Program/Policy of Person Filling out Tool:

Today's Date:

Domains: Design & Development

1. What is the policy/ program?

a. What is the status? ☐ Planning ☐ At the Beginning ☐ Ongoing

2. What population(s) or sectors would this impact (check all that apply):

- ☐ Affordable Housing
- ☐ Aging (50+)
- ☐ Developers
- ☐ Families/ Child Welfare
- ☐ Health/ Behavioral Health
- ☐ Homeless/ Chronic Homeless
- ☐ ID/DD
- ☐ Justice
- ☐ Juvenile Justice

- ☐ Lending/ Community Investment
- ☐ Supportive Housing
- ☐ Youth
- ☐ Other:

- All Races
 - ☐ Asian
 - ☐ African American/ Black
 - ☐ Indigenous/ Native American/ Alaskan Native
 - ☐ Latinx/ Hispanic
 - ☐ LGBTQ+
 - ☐ Native Hawaiian, Other Pacific Islander
 - ☐ White
- Multi-Race
- Other:

Version released August 2020

3. What state(s) and/or territories will be impacted by this policy/ program? (check all that apply)

☐ National
☐ Alabama (AL)
☐ Alaska (AK)
☐ Arizona (AZ)
☐ Arkansas (AR)
☐ California (CA)
☐ Colorado (CO)
☐ Connecticut (CT)
☐ Delaware (DE)
☐ District of Columbia (DC)
☐ Florida (FL)
☐ Georgia (GA)
☐ Hawaii (HI)
☐ Idaho (ID)
☐ Illinois (IL)
☐ Indiana (IN)
☐ Iowa (IA)
☐ Kansas (KS)
☐ Kentucky (KY)
☐ Louisiana (LA)

☐ Maine (ME)
☐ Maryland (MD)
☐ Massachusetts (MA)
☐ Michigan (MI)
☐ Minnesota (MN)
☐ Mississippi (MS)
☐ Missouri (MO)
☐ Montana (MT)
☐ Nebraska (NE)
☐ Nevada (NV)
☐ New Hampshire (NH)
☐ New Jersey (NJ)
☐ New Mexico (NM)
☐ New York (NY)
☐ North Carolina (NC)
☐ North Dakota (ND)
☐ Ohio (OH)
☐ Oklahoma (OK)
☐ Oregon (OR)
☐ Pennsylvania (PA)

☐ Rhode Island (RI)
☐ South Carolina (SC)
☐ South Dakota (SD)
☐ Tennessee (TN)
☐ Texas (TX)
☐ Utah (UT)
☐ Vermont (VT)
☐ Virginia (VA)
☐ Washington (WA)
☐ West Virginia (WV)
☐ Wisconsin (WI)
☐ Wyoming (WY)
U.S. Territories
☐ American Samoa (AS)
☐ Guam (GU)
☐ Northern Mariana Islands (MP)
☐ Puerto Rico (PR)
☐ Virgin Islands (VI)

Determine the Inclusivity of the Design	Yes	No	Unsure
4. Are those most impacted (see question #2 e.g. youth, aging, justice etc.), including PLE*, a part of the design?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Are BIPOC* a part of the design?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Why should we support/ advance it? How does it align with our values?			
7. Name at least 3 potential/known supporters. Why do they support it? (optional)			
8. Name at least 3 potential/known opponents? Why do they oppose it? (optional)			
9. What provision(s) could be changed or added to increase inclusion?			
Centering Race Equity	Yes	No	Unsure
10. Does it acknowledge historic and current discrimination, trauma, inequities and / or biases? a. If yes, how does it plan to mitigate them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>11. Would you describe this policy/ program, or aspects of it, as anti-racist*?</p> <p>a. If yes, how so?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Is the program or policy realistic?			
13. Is the program or policy adequately funded?			
14. Does the program or policy include mechanisms to ensure successful implementation and enforcement?			
<p>15. Assess the Benefit/ Burden</p> <p>a. Who would benefit in the short-term and long-term? Optional: How?</p> <p>b. What is the potential for harm and/or unintended consequences against historically disadvantaged identities (BIPOC/ LGBTQ+, disabled, etc.) from this program/policy?</p>			
16. How will this project raise awareness about racial inequity?			
17. What provision(s) could be changed or added to reduce/eliminate racial disparities and advance racial equity?			
<p>18. What data are driving this initiative? What data is being used as a rationale for why this project is needed?</p> <p>a. What does that data tell you about the experiences of various racial/ethnic groups?</p> <p>b. How are BIPOC and LGBTQ+* people particularly impacted?</p>			
19. What are the race equity success indicators and progress benchmarks?			

Resource Allocation			
20. Where are the resources coming from? What resources are being used to plan, develop and implement the program?			
21. Where are the resources going? (Who or what organization will ultimately receive the resources and funds for the policy and program? (i.e. local nonprofits, individuals and households with children, government entities, etc.))			
a. What proportion of BIPOC and LGBTQ+* people/led-groups will be in receipt of the resources?			
Domains: Implementation, Monitoring & Evaluation			
Data Analysis	Yes	No	Unsure
22. Is quantitative data being collected?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a. (If applicable) How will the data be disaggregated? <input type="checkbox"/> By Race <input type="checkbox"/> By Ethnicity <input type="checkbox"/> By Age <input type="checkbox"/> By Gender Identity/Sexual Orientation <input type="checkbox"/> Unsure <input type="checkbox"/> Other key categories?			
b. (If applicable) Will the data be monitored regularly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. (If applicable) Will you partner with disparately impacted people/ groups to interpret and contextualize the data to explain how disparities occur?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. (If applicable) How will the data be monitored and by whom?			
23. Is qualitative data being collected?			
a. (If applicable) What is the intended use of the qualitative data?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. How will the impacts on racial equity be evaluated?			
a. What is the project/policy's goal and timeline for eliminating racial inequities?			
b. How will community stakeholder participation be retained in the process?			
25. How will you ensure internal and external accountability?			

Please upload completed Race Equity Impact Assessments to [this online folder](#) for review and sharing examples.

This tool is based on and inspired by the following sources:

- Race Forward's [Racial Equity Impact Assessment \(REIA\) Toolkit](#) (accessed July 2020)
- Government Alliance on Race and Equity, ["Race Equity: Getting to Results"](#) (accessed July 2020)
- The Annie E. Casey Foundation's [Results Count™ Path to Equity: A Guide to the Accountability for Equitable Results Framework](#)

Definitions & Key Terms

- **Anti-Racist Policies:** Policies that actively seek to dismantle the racism embedded in our social, economic, and political systems and structures, which results in persistent racial inequities
- **BIPOC:** An acronym that stands for 'Black, Indigenous, People of Color,' it is meant to unite all people of color in the work for liberation while intentionally acknowledging that not all people of color face the same levels of injustice and oppression.
- **LGBTQ+:** The acronym that refers to Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning) and others.
- **PLE:** People with Lived Experience/ Expertise
- **Race Equity:** Is achieved when one's racial and ethnic background has no bearing on how they will fare in society, nor predict their social or economic well-being.