



Part Two: Practice Equity Daily > 5. Design programs & policies that are targeted & universal.

RACIAL EQUITY IMPACT ASSESSMENT⁵⁵

A racial equity impact assessment is a systematic examination of how a proposed action or decision will likely affect different racial and ethnic groups. It is a useful tool for assessing the actual or anticipated effect of proposed policies, institutional practices, programs, plans and budgetary decisions. The racial equity impact assessment can be a vital tool to reduce, eliminate and prevent racial discrimination and inequities and prevent institutional racism.

Racial equity impact assessments are best conducted during the decision-making process, prior to enacting new proposals. They can be used to inform decisions in a way very similar to environmental impact statements, fiscal impact reports and workplace risk assessments.⁵⁶

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

1. Are all racial and ethnic groups that are affected by the policy, practice or decision at the table?

2. How will the proposed policy, practice or decision affect each group?

3. How will the proposed policy, practice or decision be perceived by each group?

4. Does the policy, practice or decision worsen or ignore existing disparities?

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

Note: While these questions are framed for consideration before implementing a program or policy, they can also be useful as part of an ongoing evaluation and assessment process, to identify and correct for racialized impacts that were unanticipated.

Notes

⁵⁵This is an excerpt from "Race Equity and Inclusion Action Guide: Embracing Equity-Seven Steps to Advance and Embed Race Equity and Inclusion Within Your Organization," Annie E. Casey Foundation.

⁵⁶See "Racial Equity Impact Assessment Tool," Race Forward