

RACIAL EQUITY IMPACT ANALYSIS

This "5 Question Tool" will help you determine if the policy, practice, strategy or decision under consideration will move you toward a specific desired outcome. The tool will also identify if there is likely to be disparate outcomes by race.

1**DECISION-MAKERS**

Are all racial/ethnic groups who are affected by the policy, practice, strategy or decision under consideration at the table? If not, who is missing?

2**AFFECT ON DIFFERENT GROUPS**

How will the proposed policy, practice, strategy or decision affect each racial group?

3**GROUP PERCEPTION**

How will the proposed policy, practice, strategy or decision be perceived by each racial group?

4**WORSEN OR IGNORE EXISTING
DISPARITIES**

Does the proposed policy, practice, strategy or decision worsen or ignore existing disparities? If so, with what consequences?

5**REVISIONS**

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

