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Equity Impact Reviews:
A Framework for Integrating Equity Into Decision Making

All In National Meeting 2020

December 8

1:30 – 2:30PM

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Engaging in Equity Practice

1. **Level Setting – Build Consensus On Racial Equity And Inclusion Principles**
    1. Train your stakeholder group in equity principles
    2. Conduct an organizational racial equity analysis
2. **Engage Affected Populations And Stakeholders**
    Constantly Assess:
    1. Do we have the right people involved?
    2. Who else needs to be involved?
    3. What tables do we need to go to?
    4. What are the power dynamics in our interactions?
    5. How are decisions being made? Who is leading decision-making?
3. **Use Data To Identify Inequitable Outcomes**
4. **What Are The Root Drivers Of Inequities?**
5. **Identify Strategies And Target Resources To Address Root Causes Of Inequities**: what policy, systems and environmental changes can be implemented to address the systems and structures that create racially inequitable outcomes
6. **Use An Equity Lens And Integrate Equity Assessment Strategies For Each Strategy You Implement**
7. **Constantly Evaluate And Adapt Strategies To Address Equity**
8. **Coordinating Funding and Investments for Equity**

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Use An Equity Lens And Integrate Equity Assessment Strategies For Each Strategy You Implement

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Equity Impact Reviews

Race Forward: https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit

What are Equity Impact Reviews (EIR)?

A systematic examination of how different populations and communities will likely be affected by a proposed action or decision.

Used to minimize unanticipated adverse consequences in a variety of contexts, including the analysis of proposed policies, institutional practices, programs, plans and budgetary decisions.

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Racial Equity Impact Reviews

Race Forward: https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit

Why are they needed?

EIRs are used to reduce, eliminate and prevent discrimination and inequities. <u>When equity is not consciously addressed, inequity is often unconsciously replicated.</u>

When should it be conducted?

EIRs are best conducted during the decision-making process, prior to enacting new proposals.

Equity Impact Review Tool

1. Proposed Strategy (e.g. policy, program, process, plan, system)

- Briefly describe the strategy.

- What is the intended impact or expected outcome of the strategy?

- How does the strategy affect equity? Racial equity and other community priorities?

REFERENCES: Canadian Ministry of Health and Long-Term Care, 2012; Equity Impact Review Tool, King County, WA, 2010; Health Equity Review Planning Tool, Washington State Department of Health, 2014

2. Consider the Impact

Factors that contribute to equity	Check all that apply
Access to healthy food	
Access to safe, affordable, housing for all people	
Supportive neighborhoods/social support/social capital	
Healthy indoor and outdoor places	
Access to safe, clean, and quality indoors or outdoor spaces, such as parks, trees, and playgrounds	
Early childhood development services and community supports	
Education that provides high quality and culturally appropriate education for each student	
Job training and jobs that provide all residents a livable income	
Community economic development that supports local homes, businesses, buildings and land	

Factors that contribute to equity	Check all that apply
Public safety that includes fire, police, emergency medical services, and code enforcement	
Law and justice system that provides equitable access and fair treatment for each person	
Transportation that provides everyone with safe, efficient, affordable, convenient, and reliable transportation	
Health and human services that are high quality, affordable, and culturally appropriate	
Organizations routinely assess and eliminate all forms of intentional or unintentional policies or practices that have negative impacts related to race, gender, ethnicity, people with low income, people with disabilities, national origin, sexual orientation or gender identity	
Other (describe)	

Consider the Population

Who has been most affected, are they included in the design of this strategy?

1. Identify whom the proposed strategy affects most, positively and negatively. (Who are the racial/ethnic groups in the area?)
2. What has been the history of this issue in the community/ with each racial/ethnic group?
   1. Do current disparities exist by race/ethnicity around this issue or closely related ones?
   2. How did they get that way?
   3. If disparities exist, how will they be affected by this policy/program/practice?
3. For this policy/program/practice, what results are desired, and how will each group be affected?
4. Have the people affected by this issue been involved in developing the solutions? Are the voices of all groups affected by the action at the table?
5. What do the people affected by this project think the important issues are?
6. Does this project fit with their priorities?
7. For this policy/program/practice, what strategies are being used, and how will they be perceived by each group?

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Step 1: Scoping		Step 2: Potential Impacts			Step 3: Mitigation	Step 4: Monitoring	Step 5: Dissemination
a) Populations* Using evidence, identify which populations may experience significant unintended equity and health impacts (positive or negative) as a result of the planned policy, program, process, plan or system.	b) Determinants of Health Identify determinants of equity and health to be considered alongside the populations you identify.	Unintended Positive Impacts.	Unintended Negative Impacts.	More Information Needed.	Identify ways to reduce potential negative impacts and amplify the positive impacts.	Identify ways to measure success for each mitigation strategy identified.	Identify ways to share results and recommendations to address equity.
Age-related groups (e.g., children, youth, seniors, etc.)							
Disability (e.g., physical, D/deaf, deafened or hard of hearing, visual, intellectual/developmental, learning, mental illness, addictions/substance use, etc.)							
Ethnic-racial communities (e.g., racial/racialized or cultural minorities, immigrants and refugees, etc.)							
Homeless (including marginally or under-housed, etc.)							
Linguistic communities (e.g., uncomfortable using English or French, literacy affects communication, etc.).							
Low income (e.g., unemployed, underemployed, etc.)							
Religious/faith communities							
Rural/remote or inner-urban populations (e.g., geographic or social isolation, under-serviced areas, etc.)							
Sex/gender (e.g., male, female, women, men, trans, transsexual, transgendered, two-spirited, etc.)							
Sexual orientation, (e.g., lesbian, gay, bisexual, etc.)							
Other: please describe the population here.							

Issue Proactive Rental Inspection Policy

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Lower-income Black community members	Housing Income/Employment	Community members may become more aware of their rights to quality housing	Some rental owners may opt to move out of the market due to rental inspection policies. This may lead to fewer available units for lower-income families. More underground/unregistered rental properties Increased rent as some property owners my integrate costs of inspections and repair into rental prices In a city with high gentrification and urban renewal policy may create opportunities for developers to access more properties potentially leading to mass displacement of low-income community members	Is there data or evidence of this in the city or in other similar cities?	Policies to increase affordable housing in the city? Rent control policies? Increased communication and awareness of rental policies and rights of renters in DC. Consider a funding stream/ technical assistance/ access to resources to support small rental property owners with repairs.	Analyze disaggregated data to assess # of properties for lower -income families pre- and post-policy implementation	

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4. Modify strategy, plan evaluation, and determine final recommendations or decisions

a. Summarize your recommendations for how the original proposal could be adjusted, modified or eliminated in order to most effectively promote equity, health, quality of life, and other community priorities?

b. Who else needs to be at the table to achieve the desired outcomes? Consider other departments, external organizations (local, regional, statewide), non-profits, faith-based, neighborhoods, for-profit, etc.

c. Identify measures you would use to evaluate the impact of this project or policy on equity, health, quality of life, and other community priorities.

d. How does your department, work unit, and or program impact, benefit from, or otherwise relate to the issues raised? How can you contribute to the most successful implementation of this strategy?

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Discussion

✓ Name and organization

✓ One question you would like to have answered about Equity Impact Reviews

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