

Racial Equity Impact Assessment Guide

INSTRUCTIONS: *This guide is a resource to ensure that all decision-making processes are focused on creating positive impacts for Black, Indigenous, and Latinx communities. It is advised that you use this guide as a reference to all parts that apply to your project. It is OK if not all questions can be answered. The purpose of this guide is to remind decision makers to continue to intentionally practice centering Black and Brown communities. We also highly suggest using the “Continuum on How to Become an Anti-Racist, Multicultural Organization” in tandem with this guide. Lastly, we encourage you to be as honest as you can while weighing these decisions.*

Below are 10 questions to use to anticipate, assess and prevent potential adverse consequences of proposed actions on Black, Indigenous and Latinx populations as we seek to become a more anti-racist organization that leads with race in service of addressing historic and present-day marginalization of these populations.

IDENTIFYING STAKEHOLDERS

Will Black, Indigenous or Latinx people be affected by and concerned with the issues related to this proposal?

ENGAGING STAKEHOLDERS

Have Black, Indigenous, and Latinx people—especially those most adversely affected or in disagreement—been informed, meaningfully involved and authentically represented in the development of this proposal? Who’s missing and how can they be engaged?

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 inequity exists? What evidence is missing or needed?

EXAMINING THE CAUSES

What factors may be producing and perpetuating racial inequities associated with the issue? How did the inequities arise? Are they expanding or narrowing? Does the proposal address root causes? If not, how could it?

CLARIFYING THE PURPOSE

How does this proposal move us further along [the anti-racist spectrum](#)? On our best day, where on the spectrum does this proposal place us (1-60 as compared to the current state of affairs on behalf of Black, Indigenous and Latinx people?

CONSIDERING ADVERSE IMPACTS

What adverse impacts or unintended consequences could result from this policy? Will Black, Indigenous or Latinx people be negatively affected? How could adverse impacts be prevented or minimized?

ADVANCING EQUITABLE IMPACTS

What positive impacts on equality and inclusion, if any, could result from this proposal? How can we ensure Black, Indigenous and Latinx people benefit as intended? Are there further ways to maximize equitable opportunities and impacts?

EXAMINING ALTERNATIVES OR IMPROVEMENTS

Are there different or better ways to reduce racial disparities and advance racial equity that de-center whiteness and center Black, Indigenous and Latinx people in ways that expand inclusiveness to ensure positive impacts on racial equity?

ENSURING VIABILITY AND SUSTAINABILITY

Is the proposal realistic, adequately funded, with mechanism to ensure successful implementation and enforcement? Are there provisions to ensure ongoing accountability?

IDENTIFYING SUCCESS INDICATORS

How will you know that the proposal is having the intended impact? What success indicators and progress benchmarks will be documented and how will you know of the unintended impacts?