

RACIAL EQUITY ASSESSMENT

What are Racial Equity impact assessments? A Racial Equity Impact Assessment (REIA) is a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. REIAs are used to minimize unanticipated adverse consequences in a variety of contexts, including the analysis of proposed policies, institutional practices, programs, plans and budgetary decisions. The REIA can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities.

Why are they needed? REIAs are used to reduce, eliminate and prevent racial discrimination and inequities. The persistence of deep racial disparities and divisions across society is evidence of institutional racism—the routine, often invisible and unintentional, production of inequitable social opportunities and outcomes. When racial equity is not consciously addressed, racial inequality is often unconsciously replicated.

When should it be conducted? REIAs are best conducted during the decision-making process, prior to enacting new programs, projects or proposals. They are used to inform decisions, much like environmental impact statements, fiscal impact reports and workplace risk assessments.

TOPIC	QUESTIONS/CONSIDERATIONS	ALWAYS=0 SOMETIMES=1 NEVER=2	COMMENTS
IDENTIFYING STAKEHOLDERS	Who will be impacted? What racial/ethnic groups will be affected by the proposed initiative?		
ENGAGING STAKEHOLDERS	Who should inform the conversation? Are stakeholders diverse, representing a wide spectrum of lived and learned experiences; ethnicities/races; ages; gender; sexual preference, etc.? Is there representation at all levels of engagement, inclusive of Board and senior leadership?		
IDENTIFYING & DOCUMENTING RACIAL INEQUITIES	Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address? What data exists to support this? What evidence is needed?		
EXAMINING THE CAUSES	How did the inequities arise? Are they expanding or narrowing? Does the proposal address root causes? If not, how could it?		
CLARIFYING THE PURPOSE	What does the proposal seek to accomplish? Will it reduce disparities or discrimination?		
CONSIDERING ADVERSE IMPACTS	What adverse impacts or unintended consequences could result from this policy? Which racial/ethnic groups could 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? Which racial/ethnic groups could benefit? Are there further ways to maximize equitable opportunities and impacts?		
EXAMINING ALTERNATIVES OR IMPROVEMENTS	Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?		
ENSURING VIABILITY & SUSTAINABILITY	Is the proposal realistic, adequately funded, with mechanisms to ensure successful implementation and enforcement? Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?		
IDENTIFYING SUCCESS INDICATORS	What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?		
TOTAL (sum of numbers above)			
AVERAGE SCORE (sum divided by 10)			
0= EQUITABLE/MOVE FORWARD 1= REQUIRES EDITS 2=CANNOT BE IMPLEMENTED WITHOUT REVISION			