

RACE matters

RACIAL EQUITY IMPACT ANALYSIS: ASSESSING POLICIES, PROGRAMS, AND PRACTICES

Why Should I Use This Tool?

- Racial disparities exist in virtually every key indicator of child, family, and community well-being.
- Today many racially inequitable impacts are produced inadvertently, through processes and choices that may not even explicitly address race, may appear race neutral, or may even be offered to address racial disparities.
- That's why it's important to pause and assess specifically what kinds of racial outcomes are likely to be produced by the work you undertake.

What Will the Tool Accomplish?

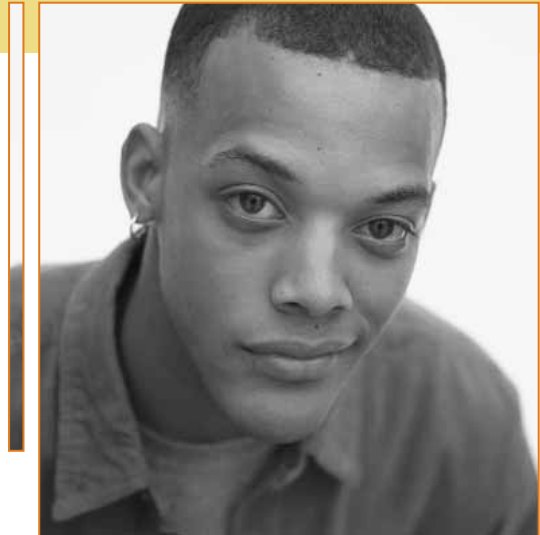
- It provides a set of guiding questions to determine if existing and proposed policies, programs, and practices are likely to close the gap for specific racial disparities in the U.S.

How Should I Use It?

- Include broad participation from all relevant stakeholder communities and organizations when doing this analysis.
- Use this tool at every critical decision step of an issue.
- Answer the five questions to determine how to proceed.

Answer the following Five-Question Equity Analysis:

1. Who are the racial/ethnic groups in the area?
For this policy/program/practice, what results are desired, and how will each group be affected?
2. Do current disparities exist by race/ethnicity around this issue or closely related ones? How did they get that way? If disparities exist, how will they be affected by this policy/program/practice?
3. For this policy/program/practice, what strategies are being used, and how will they be perceived by each group?
4. Are the voices of all groups affected by the action at the table?
5. Do the answers to #1 through #4 work to close the gaps in racial disparities in culturally appropriate, inclusive ways? If not, how should the policy/program/practice be revised? If so, how can the policy/program/practice be documented in order to offer a model for others?



The Annie E. Casey Foundation



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701 St. Paul Street, Baltimore, MD 21202

PHONE 410-547-6600 ■ FAX 410-547-6624

racematters@aecf.org