

Racial Lens Equity Tool

1. Proposal: What is the policy, program, practice or budget decision under consideration? What is the problem or circumstance you are solving for? (Root Cause) What are the desired results?
2. Data and Historic Experience: How is data and historic experience informing decision making? How are you collecting, reviewing, and analyzing demographic data to inform the proposal?
3. Strategies for Racial Equity (Impact):
 1. Who will benefit or be burdened by the proposal? Identify impacted communities and groups.
 - A. Which group(s) may experience disparities related to the proposal?
 - B. What are the racial demographics impacted by the proposal?
 - C. What intersectional identities will be impacted by the proposal?
 - D. Will the proposal have different impacts within different geographic areas?
 - E. Are those most burdened, represented at the decision-making table? (If not, why not?)
 2. What are your strategies for advancing racial equity or mitigating unintended consequences?
4. Community and Stakeholder Engagement and Input: How have communities and stakeholders been engaged? What was the objective of the engagement? What opportunities exist to expand or enhance community and stakeholder engagement and input?
5. Please share any systemic barriers that have been identified related to this project or process.
6. Proposal Revision: Based on the above responses, what are possible revisions to the proposal under consideration? What other processes in this proposal will need a racial equity lens tool application? When will the racial equity lens be applied during these processes?
7. Implementation: What is the plan for the proposal implementation? Who is accountable for the implementation? How will the proposal be evaluated? Who is responsible for evaluating the proposal's success? What communication strategies will be used to notify communities of the proposal, implementation, and evaluation plan(s)