

## FY 2022 - Examples of Equity Questions

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The following are examples of questions to consider when developing your program offers:

### **General Review and Reflection:**

- Do you understand what this program offer is about? (*This question can be used when having someone outside your division review your program offer*)
- Could you describe the program offer to the Board, a community member, another employee? (*This question can be used when having someone outside your division review your program offer*)
- How does this program offer align with our organizational values; safety, trust, and belonging?
- What feedback would you offer regarding this program offer to budget decision makers about County racial equity/inclusion values?
- How does this change in spending impact our ability to achieve our racial equity goals? ([GARE](#))
- Does a shift in spending disproportionately benefit or hurt specific groups in our community? ([GARE](#))
- What steps have we taken to ensure that the proposed budget decision does not cause disproportionate harm to any groups in our community, or perpetuate existing racial inequities? ([GARE](#))
- Do the staff or officials involved in the decision-making process provide diverse racial perspectives? ([ELGL](#))
- Might the proposed spending change have negative long-term impacts on communities who have been hit hardest by the Covid-19 pandemic? ([ELGL](#))
- How can the department/division budget be balanced in a way that protects efforts to work towards racial equity? ([ELGL](#))

### **Outcomes:**

- How does this program offer show tangible commitments to inclusion and racial justice?
- What are the impacts of these budget choices on our staff?
- What are the impacts of this program offer on our staff/workforce?
- What are the impacts of this program in our community?

**Measurements:**

- How are the outcomes of this program measured?
- What adjustments/additions could be made, to how the program outcomes are measured, to help us make more informed decisions about program effectiveness?
- What adjustments/additions could be made, to how the program outcomes are measured, to help us make more informed decisions about program effectiveness with inclusion or racial justice?
- What adjustments/additions could be made, to how the program outcomes are measured, to help us make more informed decisions about program effectiveness with safety, trust or belonging?

**Budget Reductions:**

- How does this reduction impact programs and or services that are vital to communities of color and/or people living with a disability?
- What is the impact on employees of color and or employees with a disability?
- Does this reduction impact the department's goal of advancing equity?
- How have those most likely to be impacted been engaged in the process? ([ELGL](#))
- Who will bear the burden of a proposed spending reduction or program cut? ([ELGL](#))
- Are there specific groups that depend on services that will be eliminated by a budget cut? ([GARE](#))