

**The Racial Equity Impact Assessment** helps leaders and communities make better policy decisions by asking key questions before adopting and implementing a new policy. This analysis on the front end reveals the possibility of unintended consequences that would worsen disparities, as well as highlights the positive equity changes that can result. Apply this assessment to any policy, even if it appears race neutral, as a way to ensure that racial disparities are not exacerbated and that racial equity remains a core institutional goal.

- ✓ **Who is most impacted?**  
Engage those specific communities in the analysis.
- ✓ **What disparity is being addressed?**  
Identify any current disparity and name the racial equity purpose of the policy, if any.
- ✓ **How would the proposed policy change the situation?**  
Explain what the proposal seeks to accomplish and assess whether the policy can achieve any identified equity goals.
- ✓ **Are there potential negative impacts?**  
If so, adjust the policy to achieve a more equitable outcome.
- ✓ **Can the policy be sustainably successful?**  
Ensure that adequate funding, implementation strategies, and accountability mechanisms are in place.



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### Communities at the Center

The Racial Equity Impact Assessment demands community engagement to understand how proposed policies will affect communities. Effective policymaking should always engage communities from the beginning of the decision making process. Communities know better than anyone what issues they face and can apply their experience to developing solutions.

How can policymakers engage community members meaningfully in the decision making process?

Invest in community representation to decision making tables.

Co-create with those representatives a process for engaging with their communities.

Incorporate the analysis that community leaders provide – it is grounded in real experiences.



**VOICES FOR  
RACIAL JUSTICE**

ORGANIZING | ADVOCACY | POLICY

**RACIAL EQUITY IMPACT  
ASSESSMENT**  
POCKET GUIDE

**Racial equity leads to racial justice** – a true answer to the structural and institutional racism that holds inequity in place. The building blocks of racial equity in employment, housing, education, health, and other opportunities add up to a more just, fair, and inclusive community.

