

RACIAL EQUITY IMPACT ANALYSIS BEST PRACTICES

► **Identify groups and individuals** most likely to be impacted by the decision, policy, program, practice or budget. Find ways to involve them in the analysis. City Departments should include their assigned RESJI Staff, Civil Rights Coordinator, Multicultural Affairs Committee Member, Women’s Initiative’s Committee Member, NRT Staff, and Latino Community Engagement Team Member.

► **Conduct** the analysis in the way that works best for the policy being analyzed and those affected. Some examples include: facilitated, full-group discussion; one-on-one conversations; or small group meetings

► **Create accountability** by sharing the analysis widely with stakeholders, decision makers and the public. Be clear about how the process occurred, including who asked for the analysis, who participated, and identified missing elements such as data or stakeholder input.

► This is not a prescriptive or linear process. **Adapt** it to your needs and reach out for technical assistance as needed. See information in Step 2 about technical assistance.

EQUITY

is just and fair inclusion into a society in which all (people) can participate, prosper, and reach their full potential.

POLICYLINK

RACIAL EQUITY AND SOCIAL JUSTICE ANALYSIS

Is:	Is NOT:
1. A systematic examination of likely impacts of decisions, policies, programs, practices and budgets on racial and ethnic groups or low-income populations	1. The “answer”
2. Used to minimize adverse consequences, prevent institutional racism and identify new options to remedy existing inequities	2. To be used for political or professional gain
3. An intentional pause	3. To stop a process or slow it down beyond recognition
4. Best used early in the process	4. Only applicable at the beginning- can be used to evaluate ongoing issues or programs
5. To be conducted with a variety of perspectives and stakeholders whenever possible	5. The only way to engage stakeholders
6. A way to ensure racial equity impacts are at the core of decision making	6. Not to be used in place of other processes that are in place such as a fiscal analysis or a public safety analysis
7. A way to raise the voice of traditionally marginalized communities	7. A way to create token representation in decisions
8. A way to raise awareness of racial and social justice issues in the community	8. A guarantee that decision makers will follow the recommendations
9. An authentic, focused and intentional effort to consider the recommendations that come out of the analysis – transformational change	9. A “check box” activity that does not consider creative ways to implement the recommendations – transactional change