



EQUITY IMPACT ANALYSIS

Racial Equity in Advocacy, Fact Sheet #3

September 2020

This fact sheet is the third in the *Racial Equity in Advocacy* series for social policy advocates addressing unequal opportunities by race. Each fact sheet will provide information equipping advocates to embed a racial equity lens into their work to close gaps and improve outcomes for communities of color. Please see the [first fact sheet](#) in the series for a review of key terms and concepts.

Think of the racial equity framework as a compliment to the policy analysis you are already doing. It poses additional questions for you to ask yourself, not an extra protocol to follow. As you begin investigating a community issue, you first want to determine if inequity is a core problem. If so, you can follow the steps in this fact sheet to address it. We encourage you to adapt these questions to create an assessment for your organization so that racial equity analysis becomes embedded throughout your organization's work.

Racial Equity Analysis

Step 1: Understanding the Issue

- Which racial/ethnic groups are in the location/area affected by this policy?
- Does disproportionality exist by race/ethnicity around this issue? You need three pieces of information to uncover disproportionality. A detailed explanation is found in the [Disproportionality vs. Disparity](#) fact sheet.
 - The racial and ethnic distribution of the general population.
 - The demographic group's underlying risk or need for the program or service.
 - The racial and ethnic distribution of program participants (including take-up rates, types and usage of services, and outcomes).
- Does the disproportionality indicate disparity?

For a detailed discussion about obtaining the data needed to complete Step 1 (Understanding the Issue), please see the [Data Disaggregation](#) fact sheet.

Step 2: Causes of Disparity

- What is the cause of this disparity?
- What factors may produce or perpetuate inequities?
- Does the policy address the root causes of disparities?
- Has the community been consulted to provide context and determine needs?

To successfully complete Step 2 (Causes of Disparity), you will need to gather data from the community for context and to determine needs. Since community members know their communities best, they will have keen insight on the social issues, historical policies, practices, and pressing concerns related to their health and well-being. This can be accomplished by surveys, interviewing community leaders, and holding focus groups or community forums to gather feedback from larger groups of people. Please see the [Authentic Community Engagement](#) fact sheet for more on these and other strategies.

Step 3: Purpose of the Policy

- What are the desired results?
- How will people of color be positively and/or negatively affected?
- How will this policy positively or negatively impact disparities?
- Is there buy-in from the community for this policy?

Step 4: Implementation of the Policy

- For this policy, what strategies are being used and how will they be perceived by the impacted groups?
- What risks are associated with this policy? How will those risks affect people of color and how can the policy minimize harmful consequences?
- Is the policy realistic, adequately funded, with mechanisms to ensure successful implementation?

Step 5: Accountability and Evaluation

- Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability? How will stakeholder feedback be taken and used to make improvements?
- What are the success indicators and progress benchmarks? Was the community involved in determining them?
- How will impacts be documented and evaluated?

Further Reading

There are numerous racial equity impact analysis tools used by nonprofit organizations and governmental entities alike. A short list of examples to expand upon the content of this fact sheet is found below.

- Race Forward, [Racial Equity Impact Assessment](#)
- Annie E. Casey Foundation, [Race Matters: Racial Equity Impact Analysis](#)
- The Center for the Study of Social Policy, [Race Equity Impact Assessment](#) (adapted for child welfare policy).
- The National Farm to School Network's [Racial and Social Equity Assessment Tool for Farm to School Programs and Policy](#)
- Race Forward, [Workforce Development Racial Equity Readiness Assessment](#)

ⁱ McDaniel, M., Woods, T., Pratt, E. and Simms, M. C. (2017). *Identifying Racial and Ethnic Disparities in Human Services: A Conceptual Framework and Literature Review*. OPRE Report #2017-69. Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. Retrieved from https://www.acf.hhs.gov/sites/default/files/opre/identifying_racial_and_ethnic_disparities_b508.pdf