

# REJI ORGANIZATIONAL RACE EQUITY TOOLKIT

2<sup>ND</sup> EDITION

*Tool B: Race Equity Impact Assessment*



**WASHINGTON RACE EQUITY  
& JUSTICE INITIATIVE**

# WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

## ***Tool B: REJI Racial Equity Impact Assessment***

A Racial Equity Impact Assessment (REIA), also known as a Racial Impact Statement, can help a program or organization apply an equity analysis to its current operations, practices, priority-setting, and decision-making and in the development of new programs, policies, and initiatives. Generally, an equity impact assessment encourages examination of how already underrepresented or marginalized groups may be affected by practices, proposed actions, decisions, or organizational culture; a Racial Equity Impact Assessment more specifically considers how different racial and ethnic groups may be impacted. Organizational decision-making often happens out of routine or without intentionality, sometimes leading to unintended and inequitable consequences. An REIA can encourage explicit intentionality around equity. The following provides a sample set of questions to consider, which can be customized to fit your circumstances. To be meaningful, the process of developing an REIA should include people with a broad range of perspectives, including those most affected by the issue.

### **GOAL SETTING**

**What is the concern you are trying to address? What are you hoping to achieve through this program/policy/decision/change?**

*Equity & Justice Examples: Challenges in recruiting, hiring and retaining people of color; whether to apply for a new grant; revising a case acceptance policy*

**What are your *racial equity* goals for this decision or process? For example, are you trying to address an existing inequity?**

*Equity & Justice Examples: Retaining and promoting staff of color and white staff at equal rates; ensuring that hard-to-reach client populations do not experience barriers in accessing services*

## CONSIDERING STAKEHOLDERS

**Who will be most affected by this decision? In particular, consider which racial or ethnic group(s) might be most impacted by this decision. Consider both internal groups, such as board, staff, and volunteers, as well as external stakeholders like current and potential clients, partners, funders, and communities.**

**How will you meaningfully involve individuals and communities of color (and other impacted communities) in your process and decision?**

## UNDERSTANDING THE ISSUE & POSSIBLE IMPACTS

*You will need to gather data from a range of stakeholders and sources to surface a deep understanding of the issues on hand and to consider how your decision or plan might impact various communities.*

**What factors (institutions, existing policies, social conditions, etc.) associated with this issue might be affecting individuals or communities of color differently?**

**What are some of the root causes of these inequities?**

**Are there any compounding or intersecting dynamics that are relevant (e.g., gender inequities) or other marginalized or underrepresented groups who might be affected?**

Based on the data you have, how might this decision or action benefit or harm individuals or communities of color? What information is missing that needs to be gathered?

### **TAKING ACTION**

How will your decision or change increase or decrease racial equity? Are there any potential unintended consequences?

What strategies or ideas might make your process and outcome more equitable and minimize harm to individuals and communities of color?

How will you implement your plan in a sustainable way, with ongoing accountability to communities most impacted? How will you know if you have been successful?

**Additional Notes:**

#### ***Other Equity Impact Assessment Tools:***

1. [https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment\\_v5.pdf](https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf)
2. [https://www.seattle.gov/Documents/Departments/RSJI/RacialEquityToolkit\\_FINAL\\_August2012.pdf](https://www.seattle.gov/Documents/Departments/RSJI/RacialEquityToolkit_FINAL_August2012.pdf)
3. <https://www.cssp.org/policy/2015/Race-Equity-Impact-Assessment-Tool.pdf>
4. <https://kingcounty.gov/~media/elected/executive/equity-social-justice/documents/KingCountyEIRToolExamples.ashx?la=en>
5. <http://www.racialequitytools.org/resourcefiles/praxisproject1.pdf>
6. [https://www.cityofmadison.com/parks/documents/RESJ\\_Tool\\_BrittinghamPark.pdf](https://www.cityofmadison.com/parks/documents/RESJ_Tool_BrittinghamPark.pdf)