# Racial & Economic Equity Analysis Tool

Family League of Baltimore recognizes that it is critical to approach our work through a racial equity lens. The Racial Equity Analysis Tool supports our efforts to advocate for policy changes in a way that mitigates the impact of racism entrenched in existing structures by accounting for stakeholder input, unintended consequences, root-cause transformational ability, and questions of implementation in the development of legislation.

## Criteria

### Stakeholders
- Who is the policy intended to affect?
- Which groups might unintentionally be impacted by the policy?
- Is there a racial/socioeconomic divide?
- To what extent have stakeholders/impacted populations been consulted?

### Impacts
- What is the intended impact of the policy?
- What unintended impacts might the policy have?
- Is there evidence of potential for disproportionate impact(s) along racial/socioeconomic lines? Can disproportionate impact(s) be minimized/mitigated?

### Transformational Ability
- Does the policy aim to combat the root cause of a racial/socioeconomic injustice?
- Are proposed benefits to racially/socioeconomically subjugated groups realistic?
- Does the policy deconstruct oppressive racial/socioeconomic structures?

### Implementation
- What historical or current context should be considered to ensure the policy achieves its racial/socioeconomic equity aims?
- Who is responsible for proper implementation of the proposed policy? Is the expectation reasonable?
- How will stakeholders be included in the implementation process?
- Do funding mechanisms exist to ensure policy implementation as intended?

Note: This tool was partially developed using Associated Black Charities’ Ten Essential Questions for Policy Development, Review and Evaluation and The Center for Racial Justice Innovation’s Racial Impact Assessment Guide.