

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	MEASURES
STAKEHOLDERS	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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*.