



QUESTIONS TO CONSIDER WHEN EVALUATING FOR EQUITY

1. Who are the racial/ethnic groups affected by the program/policy/procedure?
2. For this program/policy/procedure, what results are desired, and how will each group be affected?
3. Do current disparities exist by race/ethnicity internally and/or externally?
 - a. How did they get that way?
 - b. If they exist, how will they be impacted by this plan?

Internal Examples

- a. Hiring
- b. Promotion
- c. All Staff
- d. Senior Staff
- e. Board Membership
- f. Customer Service

External Examples

- a. Community Outreach
- b. Community Engagement
- c. Culturally conscious service delivery
- d. LEP services

4. To reduce the disparities identified above, what are the short and long term goals and associated strategies being used or considered to mitigate the disparities? Who is accountable for achieving this objective?
 - a. Short Term
 - b. Long Term
5. What steps can insure public input and participation by the most disadvantaged racial communities and stakeholders in developing proposed policies/procedures/programs/budgets?
6. Do the answers to #1 through #6 work to close the gaps in racial disparities in culturally appropriate, inclusive ways?
 - a. If not, how should the policy/program/procedure be revised?
 - b. If so, how can the policy/program/procedure be documented in order to offer a model for others?