

A Self- Guided Equity Assessment: for use by individuals, committee members and decision makers

An evaluative assessment that offers a critical assessment of the potential impacts and core considerations for a decision, recommendations or selections.

Assessment areas	LEVELS OF AWARENESS AND ACTION		
	FOUNDATIONAL	INTERMEDIATE	ADVANCING
Targeted Impact	How do the goals and objectives of this policy/program align with our equity and inclusion goals and values?	Are there historical or systemic factors that might amplify the impact of this policy/program on under-recognized groups?	What steps can be taken to proactively address any identified disparities?
Inclusivity Considerations	How do the lived experiences and perspectives of underrecognized individuals or communities inform this decision and its implementation?	Have you engaged with community organizations or advocates representing under-recognized communities to gain insights and perspectives?	What adjustments can be made to ensure that the policy/program is more inclusive without compromising its effectiveness?
Data Collection and Analysis	How will data be shared transparently with stakeholders to inform decision-making?	Are there specific data points that are crucial for understanding the unique needs and challenges of under-recognized groups?	What methods will be used to analyze the data and identify patterns of inequality or exclusion?

<p>Accessibility and Accommodation</p>	<p>Have you conducted an accessibility audit to identify potential barriers faced by under-recognized individuals?</p>	<p>Are there budgetary or resource constraints that might hinder the provision of necessary accommodations?</p>	<p>How can the organization ensure that accommodations are not stigmatizing but rather promote inclusivity?</p>
<p>Unintended Consequences</p>	<p>How will you engage under recognized communities in identifying and addressing any unforeseen negative impacts?</p>	<p>What strategies will be put in place to continuously monitor and assess unintended consequences throughout the policy/program's lifespan?</p>	<p>What might be a contingency plan in case adverse consequences emerge?</p>
<p>Equity in Resource Allocation</p>	<p>How will the allocation of resources be adjusted to prioritize under recognized communities more effectively?</p>	<p>How will you support resource allocation decisions to ensure transparency and fairness?</p>	<p>What metrics will be used to evaluate the equitable distribution of resources?</p>
<p>Stakeholder Involvement</p>	<p>Are there specific under-recognized groups that are historically underrepresented in decision-making processes? How will you ensure their voices are heard?</p>	<p>What mechanisms will be in place to build trust and collaboration with under-recognized community members?</p>	<p>How can you create an environment where under-recognized communities feel safe and empowered to share their perspectives?</p>

<p>Intercultural Competency</p>	<p>How will staff members receive ongoing training and support to enhance their intercultural competency?</p>	<p>How will the organization address conflicts that arise during implementation?</p>	<p>What resources or experts can be consulted to ensure the nuanced and intersectional experiences are considered in this decision?</p>
<p>Feedback and Accountability</p>	<p>How will feedback mechanisms be tailored to the preferences and accessibility needs of under-recognized communities?</p>	<p>What measures will be in place to track and report on our progress in ensuring equity?</p>	<p>How can accountability for equity be integrated into performance evaluations and organizational goals?</p>
<p>Continuous Monitoring and Evaluation</p>	<p>What milestones or key performance indicators will be used to measure the long-term impact on under-recognized groups?</p>	<p>Are there opportunities for knowledge sharing and collaboration with other organizations committed to equity in similar initiatives?</p>	<p>How will evaluation findings inform iterative improvements to the policy/program?</p>