



## DESIRED RESULTS

What are the desired results and outcomes of the decision?  
What is your vision and desired state of being for all?



## ANALYSIS OF DATA

What is the data and what does it tell us? This is about identifying who is most negatively impacted and looking at REGGIIA (race, ethnicity, gender, geography, income, immigrant status).



## COMMUNITY ENGAGEMENT

How have communities been engaged? Are there opportunities to expand engagement? Consider shifting power to those most impacted.



## STRATEGIES FOR RACIAL EQUITY

Who will benefit from or be burdened by the decision? What are your strategies for advancing racial equity or mitigating unintended consequences? This is informed by desired results, data and engagement and it's important to have metrics.



## IMPLEMENTATION PLAN

What is the plan for implementation? How are impacted people of color centered in leading the change and implementing the policy? There needs to be a task for each strategy, considering resources and using a checklist to ask these questions.



## COMMUNICATIONS + ACCOUNTABILITY

How will you ensure accountability, communicate and evaluate results?  
This is about forming a messaging and documenting the impact.