

Equity Assessment

Instructions

Start by writing out or thinking through the purpose or intent of your programming. This exercise will take about 1 hour to complete.

Be as specific as possible using the framework and context of **equity** and **climate justice**.

Please reference the glossary to help define words embedded in the following questions.

1. Outreach & Communication

Who is the intended audience? - be specific!

What relevant outreach/ advertising methods are you using to reach this audience?

How could you reach them more effectively?

Do you have data to know if you are reaching your intended audience? – Yes/No?

If YES, what does the data show?

If NO, what data could you collect to know if you are reaching your intended audience?

2. Relationships & Stakeholders

How does the service engage and empower people commonly discriminated against in a meaningful, authentic, and culturally appropriate manner?

What else can you do to engage and empower?

What steps are you taking to ensure the proposed service fosters the building of trust and long-term, positive, and mutually beneficial relationships?

Which community stakeholders are meaningfully involved and engaged in each phase: planning, implementation, and feedback?

3. Benefits

What are the benefits?

Who is currently receiving this benefit?

Who is NOT currently receiving this benefit?

How can you ensure this benefit is equitably distributed?

How can you ensure this benefit is equitably distributed?

4. Barriers & Unintended Impacts

What barriers might prevent access to the service?

What are you currently doing to reduce the barrier?

What can you do to further reduce the barrier?

How might the proposed service generate potential burdens directly or indirectly to people based on race, ethnicity, gender, wealth, age, ability, etc.?

What can you do to reduce this disproportionate impact?

5. Accountability

What accountability mechanisms does the service have to help ensure that people who are commonly discriminated against are included and benefit in the following areas: outreach and communication, relationships and stakeholders, benefits, and barriers. (Reference your responses in the previous categories)

What accountability mechanisms are currently in place?

How can you improve or implement accountability mechanisms in the context of equity?