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Center for Equity
+ Social Justice

FAQs - Equity Impact Assessment

1. What is an Equity Impact Assessment (EIA)

- The EIA is a 6 phase process that helps district leaders have a formal way to consider and plan for potential equity impacts related to their decisions. The EIA gives leaders a chance to:
 - Clearly state what problems they're trying to solve,
 - Explore data that may assist with identifying potential inequities that may already exist
 - Determine if the proposed solutions may address the root cause or a symptom of the problem, and
 - Plan for engaging stakeholders that may be impacted

2. Why use an Equity Impact Assessment (EIA)?

- The EIA process assists leaders with gathering equity-related tools, research, resources, best practices, and feedback to consider. It is not designed to remove inequities altogether or determine which proposal leaders should select.
- However, it may help reduce the burden of unintended equity-related impacts and close existing gaps in racial equity. It is designed to help decision-makers consider who may benefit and who may be burdened and develop a plan to reduce the unintended impact.

3. When are EIAs applied?

- Divisions may submit projects each year to the Equity Impact Assessment Project Plan to be considered by the senior leadership. Ideally, the projects should align with district priorities and meet the criteria below.
- Criteria for an EIA:
 - Impact on students: all students in the district, cluster, or school
 - Impact on financial resources related to a policy, program, or initiative



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4. What happens with projects that are not approved for an EIA?

- The Center for Equity and Social Justice may schedule support sessions and/or workshops to train teams on how to leverage other equity-related tools and resources that support decision-makers in applying an equity lens to their decision-making. A list of additional tools that may be used in lieu of an EIA include, but are not limited to:
 - **Equity Decision-Making Tool:** An informal process that includes the same steps embedded in the Equity Impact Assessment, but no approval required
 - **Equity Plan Template:** A tool that guides teams in developing their own equity goals and plans to enhance equitable outcomes
 - **Culturally Responsive Stakeholder Engagement:** A step-by-step guide designed to assist district staff in identifying strategies to engage critical stakeholders

5. How are community members involved in this process?

- The EIA has multiple touchpoints for stakeholder engagement. District leaders are encouraged to engage stakeholders impacted by the decisions being made to ensure their feedback is captured and considered. Leaders are encouraged to utilize the **Culturally Responsive Stakeholder Engagement tool**, which is a step-by-step guide to developing and facilitating stakeholder interactions that are culturally responsive and engaging.

6. Why isn't my community's project on the priority list? It qualified for an EIA based on your criteria. How do I suggest a project or initiative?

- For projects to move through the EIA process the final project list must be reviewed by senior leadership to determine alignment with district priorities for the year. If the project does not align with district priorities and/or the capacity readily available within the district to complete the EIA process with fidelity, the project may be supported by one of our other equity decision-making tools and protocols.