

EQUITY IMPACT ANALYSIS QUESTIONS



COVID-19 GUIDANCE | Draft, 6/19/20

Assessing Policy, Programs, Practices and Decisions

Equity Impact Analysis Context

Why Should WCPSS Use This Tool?

- The number and speed at which seemingly neutral decisions are being made may inadvertently produce disparate impact for families that have been historically and traditionally marginalized.
- Now more than ever, it's important to periodically pause and reflect on the outcomes and impact produced by the work district is undertaking regarding reopening schools.

What Will the Tool Accomplish?

- The Equity Impact Analysis provides a set of guiding questions to determine if proposed policies, programs, practices, and decisions are likely to create, maintain or expand opportunity gaps by race, disability, English language proficiency, or socioeconomic status.

How Should We Use This Tool?

- Include broad utilization for all reopening school committees and feedback groups.
- Answer the tool's five questions at every critical or major decision step.

Equity Impact Analysis Questions

1. For this policy, program, practice or decision, would students or families be disparately impacted by race, disability, English language proficiency, or socioeconomic status?
2. Do current disparities exist for these groups related to this policy, program, practice, or decision? If so, how will they be affected by this change?
3. What specific strategies are being used to mitigate opportunity gaps related to this policy, program, practice, or decision?
4. Have the voices and experiences of marginalized groups informed the above action and strategies under consideration?
5. Does the final policy, program, practice or decision align with and advance our Core Beliefs and district equity goals?

Adapted from The Annie E. Casey Foundation Racial Equity Impact Analysis