

## Equity Impact Review Tool

### 1. Proposed Strategy (e.g. policy, program, process, plan, system)

- Briefly describe the strategy.
  
- What is the intended impact or expected outcome of the strategy?
  
- How does the strategy affect equity? Early childhood? Health equity and other community priorities?

### 2. Consider the Impact

Select the factors the strategy may affect. It may impact many factors or just one.

Factors that contribute to equity	Check all that apply
Access to healthy food	
Access to safe, affordable, housing for all people	
Supportive neighborhoods/social support/social capital	
Healthy indoor and outdoor places	
Access to safe, clean, and quality indoors or outdoor spaces, such as parks, trees, and playgrounds	
Early childhood development services and community supports	
Education that provides high quality and culturally appropriate education for each student	
Job training and jobs that provide all residents a livable income	
Community economic development that supports local homes, businesses, buildings and land	

Public safety that includes fire, police, emergency medical services, and code enforcement	
Law and justice system that provides equitable access and fair treatment for each person	
Transportation that provides everyone with safe, efficient, affordable, convenient, and reliable transportation	
Health and human services that are high quality, affordable, and culturally appropriate	
Organizations routinely assess and eliminate all forms of intentional or unintentional policies or practices that have negative impacts related to race, gender, ethnicity, people with low income, people with disabilities, national origin, sexual orientation or gender identity	
Other (describe)	

### 3. Consider the Population

Identify whom the proposed strategy affects most, positively and negatively.

- What has been the history of this issue in the community?
  
- Have the people affected by this issue been involved in developing the solutions?
  
- What do the people affected by this project think the important issues are?
  
- Does this project fit with their priorities?

Step 1. SCOPING		Step 2. POTENTIAL IMPACTS			Step 3. MITIGATION	Step 4. MONITORING	Step 5. DISSEMINATION
a) Populations* Using evidence, identify which populations may experience significant unintended equity and health impacts (positive or negative) as a result of the planned policy, program, process, plan or system.	b) Determinants of Health Identify determinants of equity and health to be considered alongside the populations you identify.	Unintended Positive Impacts.	Unintended Negative Impacts.	More Information Needed.	Identify ways to reduce potential negative impacts and amplify the positive impacts.	Identify ways to measure success for each mitigation strategy identified.	Identify ways to share results and recommendations to address equity.
<b>Age-related groups</b> (e.g., children, youth, seniors, etc.)							
<b>Disability</b> (e.g., physical, D/deaf, deafened or hard of hearing, visual, intellectual/developmental, learning, mental illness, addictions/substance use, etc.)							
<b>Ethnic-racial communities</b> (e.g., racial/racialized or cultural minorities, immigrants and refugees, etc.)							
<b>Homeless</b> (including marginally or under-housed, etc.)							
<b>Linguistic communities</b> (e.g., uncomfortable using English or French, literacy affects communication, etc.)							
<b>Low income</b> (e.g., unemployed, underemployed, etc.)							
<b>Religious/faith communities</b>							

<b>Rural/remote or inner-urban populations</b> (e.g., geographic or social isolation, under-serviced areas, etc.)							
<b>Sex/gender</b> (e.g., male, female, women, men, trans, transsexual, transgendered, two-spirited, etc.)							
<b>Sexual orientation</b> , (e.g., lesbian, gay, bisexual, etc.)							
<b>Other:</b> please describe the population here.							

