Equity Impact Assessment Tool

Prepared by the Healthy King County Coalition Equity Committee

The Healthy King County Coalition (HKCC) Equity Committee works to eliminate health inequities by applying race and social justice principles in all policy, systems, and environmental change efforts and promotes strategies that benefit communities. The purpose of this tool is to ensure equity* by creating a lens through which each Healthy King County Coalition Workgroup better understands who is impacted by our policies and practices.

Equity Definition*

Equity means all people have full and equal access to opportunities that enable them to attain their full potential. HKCC works to ensure communities have equitable access to healthy food options, physical activity, safe environments, smoke free living, and affordable transportation choices necessary for communities to thrive.

*Determinants of equity:

- Are the social, economic, geographic, political and physical environment conditions in which people in our county are born, grow, live, work and age and that are necessary for all people to thrive regardless of race, class, gender or language spoken or sexual orientation. Inequities are created when barriers exist that prevent individuals and communities from accessing these conditions and reaching their full potential.

*HKCC Equity Committee charge:

- Provide the framework for removing barriers that disadvantage people through applying race and social justice principles in all policy, systems, and environmental change efforts within the Coalition.

- Eliminate health inequities in health outcomes that are systematic, avoidable, and unjust by applying race and social justice principles in all policy, systems and environmental change efforts within the Coalition and promote strategies that benefit communities.

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1) Describe your proposal (policy or program) in 2 -3 sentences; include a general description and specific outcome.

2) Three part question-
   A. Succinctly describe whom you want to be impacted by your proposal, policy, or program.

   B. Who does your project policy or program impact (who've not been historically included).   Check all that apply:
      ☐ Low income families
      ☐ Communities of color - please identify race/ethnicity:

      _____

      ☐ Limited English Proficiency and English Language Learners, LEP/ELL
      ☐ Immigrant and/or Refugee populations
      ☐ Lesbian, Gay, Bi-sexual, Transgender or Queer, LGBTQ
      ☐ Other: _____

   C. Place matters. What geographic areas do you want the improvements to occur? Note that areas located west of I-90 and along the I-5 south corridor are vastly underserved and are considered high priority areas in need of resources. *Examples include but are not limited to: Rainier Valley, Auburn, Burien, Federal Way, Kent, Renton, SeaTac, Tukwila, unincorporated areas of south King County such as Skyway, and more.*

   City/neighborhood name: _____

D. Given the choices above of who is being included in the development of this proposal, policy, or program; are there any additional groups or stakeholders, especially from the affected community, who needs to be included?

3) Identify potential positive and negative impact(s) or unintended consequences for the identified population you plan to serve:

Population Disproportionately Affected (from 2B)	Describe Potential Positive/Negative Impacts/Consequences	Actions to Mitigate Negative Impact or Enhance Positive Impacts

4) Given your responses, which actions from question #3 will you incorporate into your proposal in order to advance equity and reduce negative impacts?

5) What benefits (to your HKCC workgroup or organization) are there for engaging in an Equity Assessment?