

Equity Impact Assessment

Instructions: Complete Equity Impact Assessment questions 1-4, and then populate the summary sheet.

EQUITY IMPACT ASSESSMENT SUMMARY SHEET

Date:

Topic/Title:

Assessment completed by:

Recommendation:

Indicate the type of assessment:

- Policy (e.g. agency proposed legislation, budget request)
- Program (e.g. new public health program or initiative)
- Project (e.g. vaccination campaign)

Background summary:

Summarize the overall potential equity impact / Recommendation:

- Summary of recommendation:
- Equity considerations:
- Next steps:

EQUITY IMPACT ASSESSMENT

1. Which communities may be affected? For each community you identify, please indicate if this is likely to reduce health disparities, increase health disparities, or have no impact on health.

Which communities may be affected?	What is the potential impact on health outcomes and opportunities?
	<i>Likely to reduce health disparities, increase health disparities, have no impact, or impact is unknown.</i>
<input type="checkbox"/> Age: High risk groups including infants, children, youth, and older adults	
<input type="checkbox"/> Disability: Individuals with disabilities, impairments, or limitations	
<input type="checkbox"/> Education: Individuals with no high school diploma	

Which communities may be affected?	What is the potential impact on health outcomes and opportunities?
	<i>Likely to reduce health disparities, increase health disparities, have no impact, or impact is unknown.</i>

<input type="checkbox"/> Employment: People who are underemployed or unemployed	
<input type="checkbox"/> Experience in/with criminal legal system: Previously or currently incarcerated or detained individuals	
<input type="checkbox"/> Gender identity/sexual orientation: LGBTQ+ community	
<input type="checkbox"/> Geographic location: Rural and frontier communities	
<input type="checkbox"/> Housing: Individuals or families experiencing housing insecurity ²	
<input type="checkbox"/> Language/literacy: Individuals with limited English proficiency	
<input type="checkbox"/> Military: Veterans or people in the military	
<input type="checkbox"/> National origin: Immigrants and refugees	
<input type="checkbox"/> Race/ethnicity: People and communities of color	
<input type="checkbox"/> Religion: Religious minorities	
<input type="checkbox"/> Socio-economic status: Low income people	
<input type="checkbox"/> Sex/gender	

¹Types of **disabilities:** Vision, movement, thinking, remembering, learning, communicating, hearing, mental health, social relationships

²Reasons for **housing insecurity:** cost of living, unsafe/unhealthy housing, homelessness (chronic, transitional, episodic), family instability (youth in foster care system, individuals/families in domestic violence shelters)

2. Which other communities or external groups might be affected? Use quantitative and qualitative data sources, including feedback from partners, to identify additional communities and groups who may be impacted.

Community or group	Potential impact(s)

Community or group	Potential impact(s)

3. What is your engagement plan for all impacted groups and communities? (Reference the [Department of Health Community Engagement Guide \(PDF\)](#) for engagement planning and methods).

Community or group	Engagement method	Key partners	Access needs

4. What impact will this have on the [social determinants of health](#)?

Determinant	Potential impact(s) (positive, neutral, negative)
Economic Stability <ul style="list-style-type: none"> • Employment • Food Insecurity • Housing Instability • Poverty 	
Education <ul style="list-style-type: none"> • Early Childhood Education and Development • Enrollment in Higher Education • High School Graduation • Language and Literacy 	
Social and community context <ul style="list-style-type: none"> • Civic Participation • Discrimination • Incarceration • Social Cohesion 	

Determinant	Potential impact(s) (positive, neutral, negative)
<p>Health and health care</p> <ul style="list-style-type: none"> • Access to Health Care • Access to Primary Care • Health Literacy 	
<p>Neighborhood and built environment</p> <ul style="list-style-type: none"> • Access to Foods that Support Healthy Eating Patterns • Crime and Violence • Environmental Conditions • Quality of Housing 	