

UW Medicine Equity Impact Tool Worksheet

Project Name: _____

Project Type: _____

Lead Person(s): _____

1. **SCOPE:** What is the decision to be made and the scope?

STAKEHOLDERS/AFFECTED PARTIES: Who is potentially impacted? What relevant data are available? What demographic data are available and should be considered?

DECISION MAKER: Who makes the final decision?

2. **EQUITY AND COMMUNITY CONTEXT:**

Concerns and priorities:

Engagement: Whose voices are present and whose are missing:

Impact on known inequities:

Potential unintended consequences:

3. **ANALYSIS AND DECISION PROCESS:**

Analysis of key alternatives:

Impact on goal of UW Medicine as an anti-racist organization?



Prioritized alternatives:

4. CLARIFICATION OF PURPOSE AND IMPACTS:

Review what the proposal seeks to accomplish?

Adverse impacts/unintended consequences:

Who could be negatively impacted?

5. ADVANCING ANTI-RACIST ALTERNATIVES/IMPLEMENTATION:

Plan for measurement and evaluation of outcomes:

Communication and evaluation plans:

6. ONGOING LEARNING AND ENGAGEMENT:

Success indicators/progress benchmarks?

Plan for learning with stakeholders in order to adjust actions as priorities and concerns shift.

Ongoing communication plan:

Lessons learned?

