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?