

Equity Impact Scorecard

An Equity Impact Scorecard is a self-guided tool used for examining how a proposed policy or decision will likely impact legally protected demographics identified in Rhode Island's Fair Employment Practices statute, §28-5-7(1)(i): race or color, religion, sex, sexual orientation, gender identity, disability, age, or country of ancestral origin.

Equity Impact Scorecards are useful tools for assessing the actual, anticipated, or unanticipated effects of proposed policies, programs, and budgetary decisions – ideally, preventing harmful legislation from being enacted. They can be used by legislators, advocates, and members of the public. Evaluators answer the series of questions below and assign each policy a score on a scale from 0 to 5, where 0 indicates a "harmful policy" that may exacerbate inequities, and 5 represents a policy that prioritizes equity in all aspects.

Step 1: Describe the Proposal

What is the proposed policy, program, or allocation being assessed?

Summary _____

Step 2: Assess Equity Impact by Group

Check whether the policy will improve, decrease, or have no impact on equity for each of the protected demographics.

Legally Protected Group	Improve Equity	Decrease Equity	No Impact
Black Communities			
Latino Communities			
Asian American Pacific Islander Community			
Indigenous Communities			
White Communities			
Sex/Gender Identity			
Individuals with Disabilities			
Age			
Individuals of a different ancestral origin			
Members of a religious community			



Does this proposed policy, program, practice, or allocation have a potential impact on equity or disparities?

Yes No (If not, please provide an explanation)

Explain briefly how this action will not have an impact on equity:

Step 3: Community Engagement

(A) Are impacted community members involved in the decision-making process for this policy, program, or allocation? (B) If the policy impacts a sovereign government (federally recognized tribe), does the proposal require government to government consultation?

A) Yes No

B) Yes No

If impacted community members were not involved, who is missing and who should be consulted?

Have any of the legally protected demographics expressed concerns about the proposed policy, program, or allocation?

Yes No

If so, what were they?

If implemented, which community groups, government agencies, and/or advocates need to be involved in the implementation process and how?

Step 4: Assign a Score

0-Harmful	Targets protected communities covered by the Rhode Island Fair Employment Practices statute, §28-5-7(1)(i)) in a negative way. Will increase inequity.
1 – Broad-based policy that appears to be neutral	Proposal uses language that, when analyzed or implemented, negatively affects subgroups of protected communities at higher rates. Provisions usually worsen inequity.
2 – Broad-based policy	Might mention the need for targeted support without outlining concrete actions and/or providing the necessary resources to reduce inequities. Maintains current inequities.
3 – Broad-based policy with elements of equity	Some aspects of the proposal promote equity. Recommendations are not based on historical inequities experienced by protected communities. Proposal does not include a guide for implementation or evaluation in an equitable way. Maintains current inequities.
4 – At least half of the policy targets protected communities in an equitable way	Recommendations are based on historical trauma experienced by protected communities and have the potential to reduce inequities.
5 – Entire policy prioritizes equity	The proposal puts the needs of protected communities at the center. Recommendations account for historical trauma and provide an implementation plan and evaluation phase. Proposes effective ways to eliminate disparities for protected communities.

Overall Score: ___/5