**ILEARN**

Equity Impact Assessment[[1]](#footnote-1)

# Step 1: Establish purpose

* What is the policy and what problem is it trying to solve?
* What other issues might this policy impact? What other policies impact this one?

# Step 2: Include stakeholders

* Who will benefit or incur a burden from this policy? Who will be excluded? Who is not eligible?
* Who are the key groups impacted by this issue?
* How will these groups be involved in decision-making?

# Step 3: Examine language

* Are biased or stereotypical assumptions made about students within the policy?
* What types of words are used to describe the policy and its beneficiaries? Are they words that include or exclude historically marginalized groups?
* Is the language student-friendly overall? Does it avoid jargon when possible?

# Step 4: Analyze Data

* What data will we collect and look at? Why?
* Where do we see disparities in the numbers?
* What can we learn from histories and narratives to better understand these numbers?
* What questions still remain? What information do we wish we had?
* **Looking at data and stakeholder groups, is there a way to make the policy more equitable?**

# Step 5: Stay Accountable

* How will we evaluate the impacts of our solution?
* How will our stakeholders engage in ensuring equitable outcomes?
* How and when will we report back on these outcomes?
1. This document is meant to serve as a tool and guide in exploring the benefits and burdens associated with our policies, procedures, and operational guidelines. It is adapted from work by the Center for Urban Education (CUE) and Chicago United for Equity (CUE). It should be noted that equity at RRCC explicitly includes racial equity, as well as other forms of equity. [↑](#footnote-ref-1)