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Policy Equity Assessment Tool

CHAB

A race equity lens is a way of applying consideration of racial equity to all decisions, plans, policies, laws, activities, communications, and norms within an organization or community. A racial equity lens should not be seen as a toolkit that's applied after a program policy law or plans have been decided. A racial equity lens should be embodied in the process of creating such plan, policy, program or law.

However, when evaluating an existing policy, it is good to use a policy equity assessment tool.

When evaluating the impact, a policy and or program has on racial/ethnic equity, we look at three strategic stages which are guided by key questions.

When results from these three stages are presented in summary form, you have a comprehensive synthesis of policy impacts on racial/ethnic inequities, racial/ethnic subgroup results. With the results you can see the gaps and possible barriers. The organization can then move beyond asking whether a policy is working as intended to ask instead whether the policy reduces racial/ethnic gaps in outcomes.

Three stages of a policy equity assessment tool

Logic Stage: is determining whether policy goals acknowledge racial/ethnic inequities and whether services are designed or targeted to explicitly or implicitly address them

- What is the policy designed to do?
- Does the policy set explicit/implicit goals to address racial/ethnic gaps?
- Requires a detailed examination of legislation and rule changes over time.



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Capacity Stage: Considers a policy's ability to provide adequate quality and intensity of services to all those who are eligible and could benefit from it, and to reduce any identified racial/ethnic inequities in the distribution of benefits.

- Does the policy have the capacity to meet the needs of the overall eligible population and those of each racial/ethnic subgroup?
- Is the policy implementing services and distributing benefits as intended?
- stage requires attention to whether certain racial/ethnic groups are less likely than others to meet eligibility requirements and more likely to face participation barriers or experience poorer program quality.
- Barriers to program access may decrease a program's effectiveness for the most economically disadvantaged participants.
- Entails a thorough examination of all available data sources and data limitations. This is because a lack of information to assess equity is itself often an equity concern.

Research Evidence Stage:

1. Investigates whether the policy improves outcomes for participants of particular racial/ethnic groups.
2. Considers whether gap analyses, or calculations of differences between groups' health outcomes, have been conducted to track whether the average outcomes of all groups and the differences between groups improve over time. And because implementation variation can influence outcomes.
3. Considers how service delivery, program resources, and quality may vary by race/ethnicity.

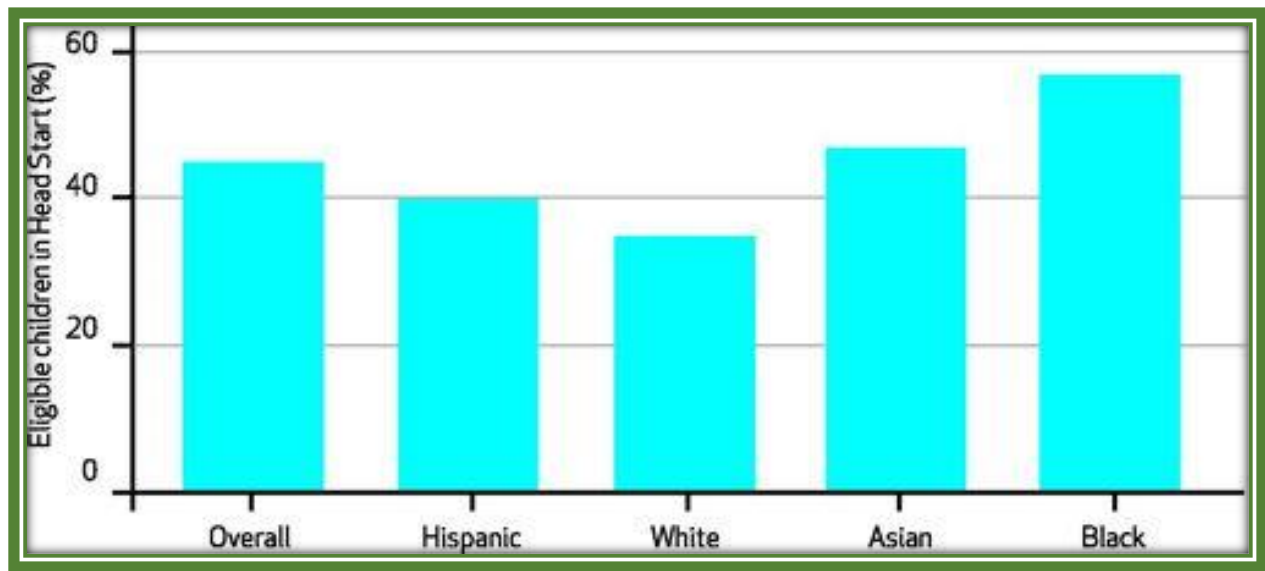
- Is the policy effective for the defined target population?
- What works for whom?
- What works to reduce racial/ethnic inequities?
- What works under what conditions?
- Is the policy effective for racial/ethnic subgroups, and does it reduce inequities?



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Examples:

Exhibit 1 Head Start Participants As An Estimated Share Of Eligible Three- And Four-Year-Olds, By Race/Ethnicity, 2009–11

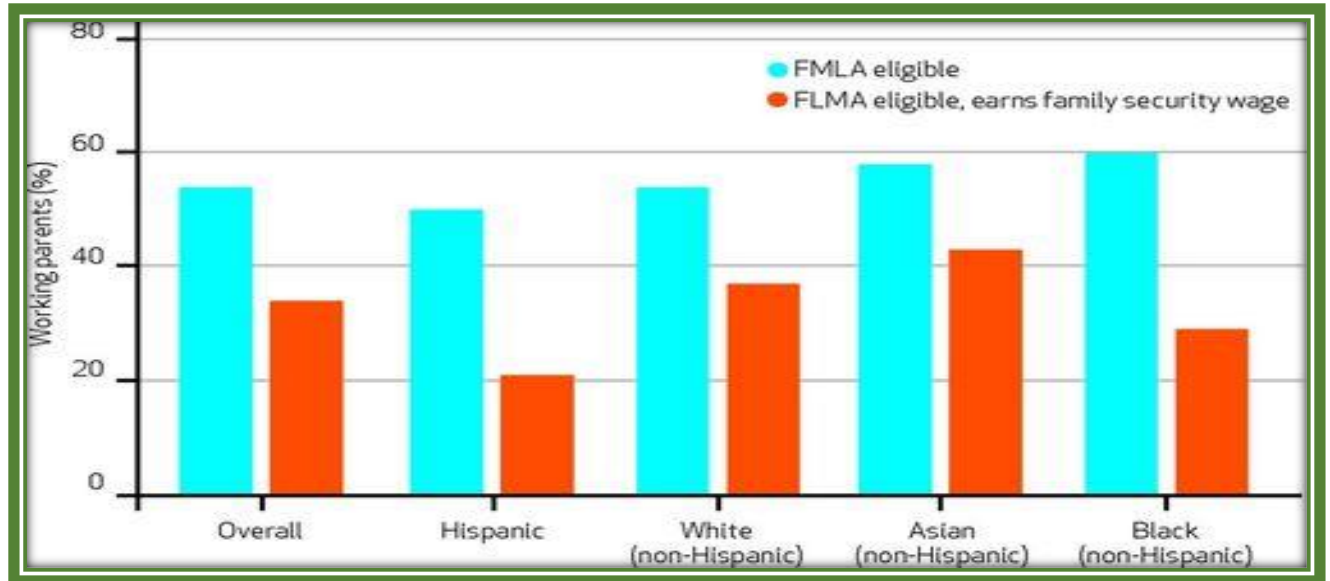


SOURCE Authors' analysis of data on Head Start enrollment, using Head Start Program Information Reports for 2009–10 and 2010–11 and of the estimated numbers of three- and four-year-olds eligible for Head Start based on income, using 2009–2011 data from the US Census Bureau, American Community Survey, Public Use Micro Data Series. NOTES "White," "Asian," and "black" include Hispanics and non-Hispanics. "Hispanic" includes members of any race



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Exhibit 2 Percentages of Working Parents Who Are Estimated To Be Eligible For, And Can Afford To Take, An Unpaid Family Or Medical Leave, By Race/Ethnicity, 2007–11



SOURCE Authors' analysis of data from the Current Population Survey, 2007–11 March Annual Social and Economic Supplement, Public Use Microdata Files. NOTES The unpaid leaves are those mandated by the Family and Medical Leave Act (FMLA). "Hispanic" includes members of any race. "Family security wage" is the Basic Economic Security Tables Index (BEST) hourly wage level needed by a working parent in a family with two workers and two children (\$16.79 in 2010). The threshold for a single-parent who is the sole earner is approximately double that.