WHAT IS AN REIA?
A Racial Equity Impact Assessment (REIA) is a set of questions to investigate the benefits and burdens of a policy or practice.

STEP 1: DETERMINE OUTCOMES AND STAKEHOLDERS.
Q1. What is the policy and what problem is it trying to solve?
Q2. What other issues can this proposal impact?
Q3. Who are the key groups impacted by this issue?
Q4. How will these groups be involved in decision-making?

STEP 2: LOOK AT NUMBERS AND NARRATIVES.
Q5. What data will we collect and look at? Why?
Q6. Where do we see disparities in the numbers?
Q7. What can we learn from histories and narratives to better understand these numbers?
Q8. What questions still remain? What information do we wish we had?

STEP 3: MEASURE BENEFITS AND BURDENS.
Q9. What are the benefits and who is most likely to receive them?
Q10. What are the burdens and who is most likely to bear them?
Q11. What are different options to make this policy racially equitable?

STEP 4: EVALUATE AND BE ACCOUNTABLE.
Q12. How will we evaluate the impacts of your solution?
Q13. How will our stakeholders engage in ensuring equitable outcomes?
Q14. How will we report back on these outcomes?
Q15. How will our evaluation impact improvements to the policy?

Adapted from the Government Alliance on Race and Equity (GARE)’s “Racial Equity Toolkit: An Opportunity to Operationalize Equity.” Find resources at our website www.chicagounitedforequity.org