

## **COMSEP Equity Impact Assessment – Guiding Principles**

Equity impact assessments are tools for groups to utilize to examine the potential impact of new programs or policies and anticipate ways they could narrow or unintentionally widen disparities. During the design process, organizers should reflect on and answer the following questions:

***Consider the potential for the proposed initiative to either advance or hinder COMSEP’s goal toward promoting equity and inclusivity:***

- 1. Please describe **how this initiative might impact equity and/or inclusivity**. What inequities exist related to the initiative/area, if any? How might the initiative improve them? How might it unintentionally worsen inequities or create new ones?*
- 2. Please describe **how you ensured inclusivity of the planning group**. Are there additional perspectives and voices, including those from marginalized groups, that are missing? How might you authentically engage all invested individuals toward meaningful contribution?*
- 3. Please describe **how the impact of this initiative related to equity and/or inclusivity will be monitored**. How will you know if it narrows or widens an equity gap? What will success/progress look like for this initiative related to equity and inclusion?*