IBHE EQUITY IMPACT ANALYSIS TOOL

Purpose of the Tool: The IBHE Equity Impact Analysis Tool should be used to drive agency activities within the strategic plan/agency goals to increase equity and closing equity gaps in higher education. This tool provides staff with questions to consider while applying a critical equity lens when analyzing internal projects and supporting work with other higher education entities to ensure equitable opportunities for all.

How to Use the Tool: IBHE staff working individually or in groups should work through each of the questions in this tool relative to new or existing internal projects. The questions are designed to help you critically analyze the equity impact of the ways in which the project is developed, implemented, and evaluated. Where the answers to the questions highlight equity issues, use this as an opportunity to make revisions.

PROJECT

What is the project (e.g., proposal, policy, program, practice, or decision) under consideration?
- ➢ What are the desired results and outcomes? Do they increase equity and close gaps? How?

RATIONALE

What is the rationale for the project? Will it have an impact on increasing equity and closing gaps? How?
- ➢ Has there been research conducted and is data available?
  - ➡ What geographic areas will be impacted?
  - ➡ What demographic(s) will be impacted?

ENGAGEMENT

Who is in engaged in the project? Do communities and populations affected have a voice in the process or a point of contact to ensure equitable results?
- ➢ How can engagement be expanded to ensure the project equitable and reduce gaps?
- ➢ Communication, notices, surveys, community meetings, community organizations, etc.

IMPACT

What communities and populations are impacted by the project? Who will experience a negative, positive, or disproportionate impact due to this decision? Does this impact minority business owners, students of color, underrepresented faculty, low-income students, small schools, rural schools, or others?
- ➢ What are the benefits (more equitable access, increased diversity of applicants, etc.)?
- ➢ Are there unintended consequences that may result from implementation? What actions are being taken to mitigate those issues?
- ➢ Does the project result in systemic change, increase equity, and shrink gaps? (measurable change based on demonstrable data)

DECISION POINT

Have the consequences of the project been reviewed and considered?

➢ Is additional analysis needed and are possible revisions necessary to increase equity, close gaps, and further mitigate unintended consequences?

IMPLEMENTATION

How will the project be implemented to increase equity and reduce gaps?

➢ What resources are needed (e.g., funds, staffing, data collection, reporting, professional development)?

➢ Who is responsible for implementation and coordination?

RESULTS

What will be measured? How will progress be monitored? How to measure and evaluate outcomes that increase equity and reduce gaps?

➢ How will results and impact be communicated?

➥ What is being done (or what guidelines can be put in place) to ensure positive outcomes resulting from the project are ongoing/sustainable?