

Equity Analysis Worksheet

Use this checklist to assess the equity of programs and policies. Reflect on each question and document your responses.

Instructions: Download this worksheet, fill out your responses, and use your findings to inform equitable policy and program improvements.

Program Accessibility and Effectiveness

1. Who is currently benefiting from the program, and who is being left out?
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 2. Are eligibility requirements or administrative burdens disproportionately excluding certain groups?
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 3. How does the program ensure cultural responsiveness and inclusivity?
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Understanding Disparities and Impact

4. Who is most affected by this issue, and are there disparities across race, ethnicity, income, geography, or other factors?
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5. Who is impacted before, and after, a solution is found?
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6. How do current policies or programs contribute to or mitigate these disparities?
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○ _____

7. What historical or systemic factors have shaped the inequities we see today?

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○ _____

Community Engagement and Lived Experience

8. Have we sought input from people with lived experience using the program?

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○ _____

9. Have we engaged impacted communities in identifying priorities and solutions?

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10. Are we centering the voices of those with lived experience in decision-making?

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○ _____

11. What do participants say about barriers to accessing or using benefits effectively?

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○ _____

12. Are community-based organizations engaged in informing and improving the program?

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○ _____

Policy and Structural Considerations

13. Does this program address root causes of inequity or just symptoms?

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14. Are we reinforcing or dismantling systemic barriers through our approach?

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15. What policy changes could improve equitable access and outcomes?

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