



DIAGNOSING YOUR SCHOOL

REIA: QUICK START

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. Using an REIA can help us develop a stronger equity lens in our decision-making.

STEP 1: DETERMINE OUTCOMES AND STAKEHOLDERS.

- Q1. What is the issue and what outcome do you want all groups to achieve?
- Q2. Who are the key groups impacted by this issue?
- Q3. How will you engage and communicate with these groups?

STEP 2: LOOK AT NUMBERS AND NARRATIVES.

- Q4. Where do we see disparities in the numbers? (Or, where do you need to collect more information to see if there are disparities?)
- Q5. What can we learn from histories and narratives to better understand these numbers?

STEP 3: MEASURE BENEFITS AND BURDENS.

- Q6. What are the potentials benefits and unintended consequences?
- Q7. What would it take to make this policy equitable for all students?

STEP 4: EVALUATE AND BE ACCOUNTABLE.

- Q8. How will you evaluate the impacts of your solution?
- Q9. How will your stakeholders engage in ensuring equitable outcomes?
- Q10. How will you report back on these outcomes?