

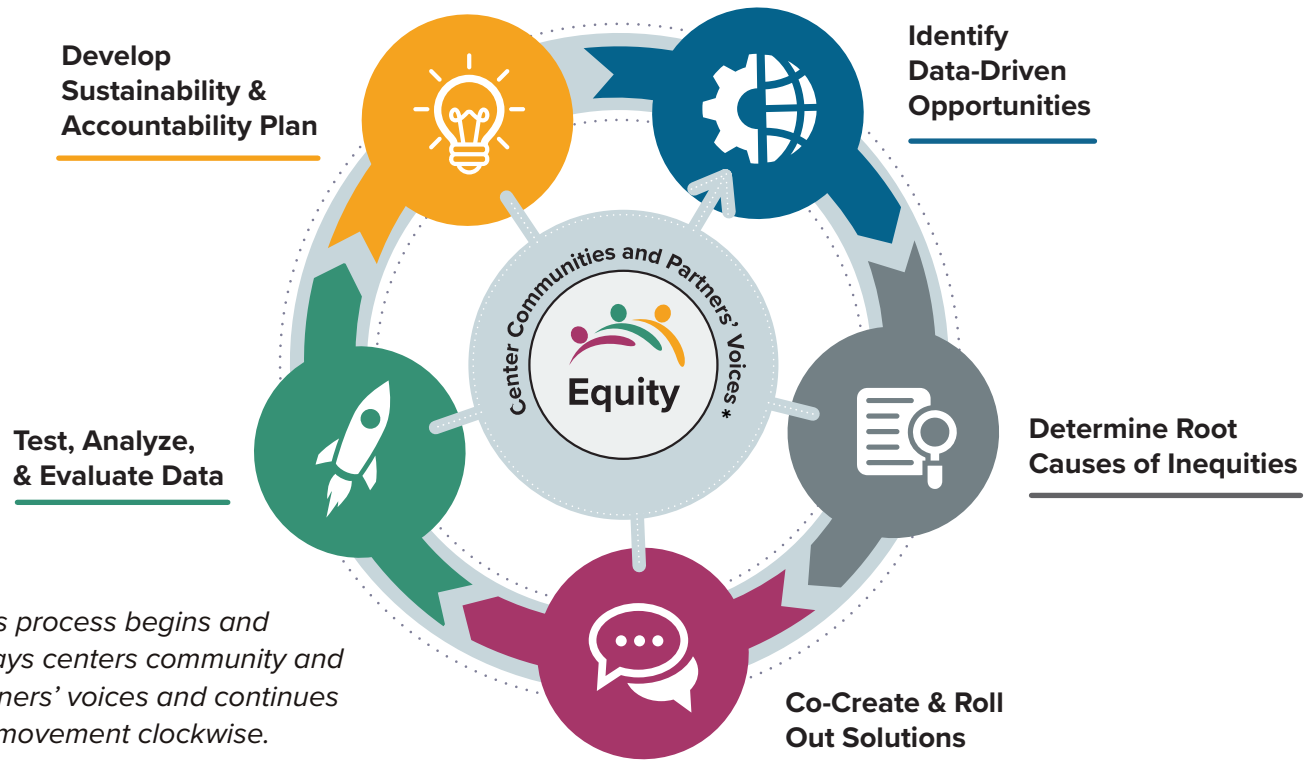
EQUITY IMPACT ASSESSMENT (EIA)



Join the #EIAMovement, in response to Governor Whitmer's Executive Directive 2020-09

Why use the EIA process? Without intentional intervention, institutions, and structures will perpetuate inequities. The EIA Process prepares organizations to address the root causes that contribute to the racial/ethnic disparities produced through programs, processes, practices, policies, budgetary decisions, and other factors. Through the EIA Process, organizations learn how to develop actionable strategies and decisions that can lead to better outcomes for racial, ethnic, and other communities that are marginalized.

What is the Equity Impact Assessment? The EIA process includes formalized steps for organizations to authentically engage with communities and partners to co-create solutions that lead to equitable outcomes. Organizations identify, plan for, and implement strategies that reduce potential harm for racial/ethnic and other communities that are marginalized as they conduct the EIA Process.



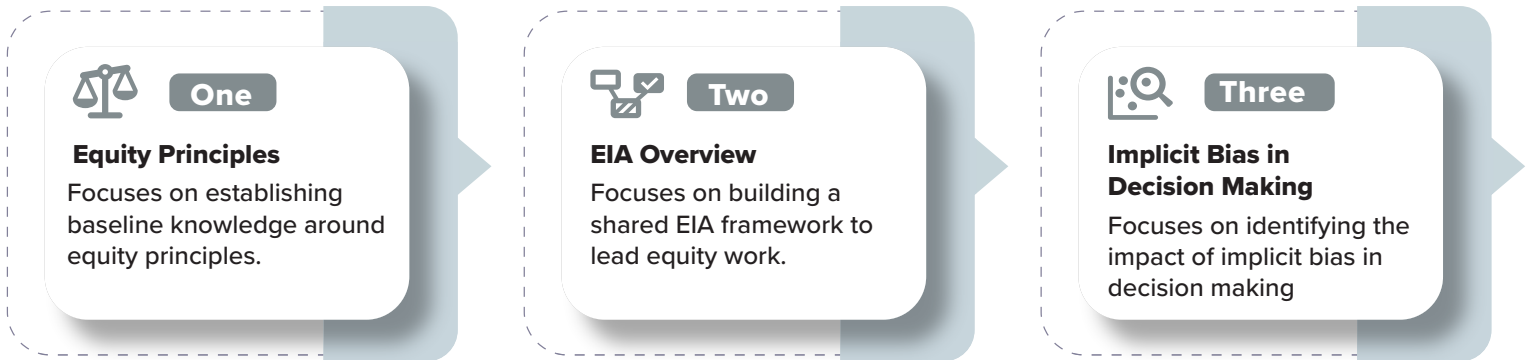
¹ An internal implementation team must be convened to follow the EIA Process.

When to use the EIA process? This process can be used to inform a variety of externally facing decisions, such as changes in government policies or regulations, budget allocations, and new program. It is not designed for use in internal operations, such as hiring or promotion. It is most effective when used early in the development/decision-making process, and often is used over a period of time as new issues are identified.

¹ Adapted from Nelson, J. & Brooks, L. (2015). *Racial Equity Toolkit: An Opportunity to Operationalize Equity*. Government Alliance on Race and Equity. Murillo, Y. and Jegede, B. (2022). *Equity Impact Assessment Toolkit Draft 2022*, Office of Equity and Minority Health, Office of Race Equity, Diversity and Inclusion, MDHHS.

EIA TRAINING AND TECHNICAL ASSISTANCE SERIES

Foundational Trainings



These three foundational trainings provide a baseline knowledge and shared framework to lead equity work.

EIA Technical Assistance

4. Engage Communities and Partners	<ul style="list-style-type: none">• How will you ensure communities of color and communities that are marginalized are engaged, from start to finish, in co-creating decisions and solutions?• Are community and partner engagement strategies equitable and culturally and linguistically competent?
5. Review Data and Identify Problem Statement	<ul style="list-style-type: none">• Are you using both quantitative as well as qualitative data, including storytelling?• What is the most important disparity revealed by your data study that you can address?• Are social determinants of equity associated with the disparity?
6. Conduct Root Cause Analysis	<ul style="list-style-type: none">• What types of inequities have historically and contemporarily affected the directly impacted communities?• What are the deep-rooted causes of the problem statement, not the symptoms?
7. Propose and Implement Intervention	<ul style="list-style-type: none">• What opportunities exist for you to advance equity and reduce disparities? Are there policies, programs, practices, or budget decisions that can affect change?• What is the intervention under consideration and what is the desired outcome?
8. Test and Evaluate Intervention	<ul style="list-style-type: none">• What are some of the indicators that can help you track your intervention implementation outcomes?• Who is benefiting or being burdened by your proposed intervention? Were the disparities reduced or eliminated?
9. Create a Standardization, Accountability and Sustainability Plan	<ul style="list-style-type: none">• How will you engage communities and partners in guiding the review, communication, and evaluation of the final product and outcomes?• How will you guarantee trust is being built and maintained with the directly impacted communities?• If the intervention yielded successful outcomes, how can it be standardized to sustain the change?

CONTACT INFORMATION

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