Committees should use this worksheet to keep equity considerations top of mind to minimize impacts to historically under-represented and under-resourced community groups by embedding equity and inclusion throughout the development of new programs and initiatives.

Contributors:

**Promoting Equitable Outcomes**

1. Describe the program objective and its efforts to promote equitable outcomes, including how the program(s) were designed with equity in mind. Be sure to include how equity will be considered and measured at various stages of the program.

2. What are the intended results and outcomes in the community and within the organization? Are the intended outcomes focused on closing gaps, reaching universal levels of service, or disaggregating progress by race, gender, ethnicity, and other equity dimensions where relevant for the program objective?

3. What are the racial equity impacts of this program? Are there particular historically underserved, marginalized, or adversely affected groups that this program will serve?

4. Who will benefit from this particular program? How equal and practical is the ability for residents or businesses to become aware of this program?

5. Who will be burdened by this particular program/process/approach? Are there differences in the levels of access to benefits and services across groups?

6. What are the potential unintended consequences? Are there administrative requirements that result in disparities with regard to the ability to complete applications or meet eligibility criteria?

7. Are there strategies to mitigate the unintended consequences?