

California Elder & Disability Justice Coordinating Council: Equity Tool

Background: This tool is intended to guide the Council's work in centering equity. The tool is intended to be used at various stages during the planning, program development, and policy making process with questions that can be revisited repeatedly. We acknowledge that enhancing equity is an ever-evolving process that requires us to constantly question the reasoning behind long held beliefs and consider the intended and unintended impacts of policies on all groups. While not perfect, this tool is intended to spark conversation and reflection to increase equity in the Council's work.

We have adapted materials from the [MPA Equity Tool](#) and other equity tools to create this tool.

1. (What is the problem?) What problem or issue is the proposed policy, program, or action intended to address?
2. (How does it address DEI) Does the proposed policy address gaps and/or organizational barriers, and further our goals of increased diversity, equity and inclusion? If not, how could it?
3. (Who benefits) Who is the intended beneficiary of the proposed policy? *i.e. Black older adults, low-income residents of nursing homes, disabled adults under conservatorship.*
 - a. Are there groups that may possibly be harmed by the policy? How do you plan to mitigate that harm?
4. (Available Data) Is there available data on the policy's impact on marginalized groups?
 - a. Have reasonable efforts been made to discover any available data and identify data gaps?
5. (Historic Impacts) How has systemic racism and/or discrimination (i.e. ageism, sexism etc.) impacted current policies and how will this new policy address past harms?
6. (Distinct Communities) Are there differences in how disabled and older adult communities may be impacted?
7. (Community Input) What efforts have been made (or are needed) to ensure that the perspectives and needs of marginalized stakeholder groups are reflected in planning, or program/policy development?