

**Goal: Recommend a set of questions intended to elicit discussion of equity\* in all issues and decisions that come before the Council and its committees.**

## **Equity Impact Questions**

**Equity is the just and fair inclusion of all members of the Dayton's Bluff community.**

We will pay specific attention to people who may be discriminated against based on protected class status as defined by the Minnesota Department of Human Rights which names “race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance, age, family status (in housing only.)”

### **Annual Work Plan and Budget**

- 1. Clarifying Purpose:** What does the each program seek to accomplish? Will it reduce disparities or discrimination? Will it advance equity and inclusion?
- 2. Identifying and Documenting Inequities:** Which groups are currently most advantaged and most disadvantaged by the activities and programs in this work plan? How are they affected differently? What quantitative and qualitative evidence of inequality exists? What evidence is missing or needed?
- 3. Considering Adverse Impacts:** What adverse impacts or unintended consequences could result from this work? Which groups could be negatively affected? How could adverse impacts be prevented or minimized?
- 4. Advancing Equitable Impacts:** What positive impacts on equality and inclusion, if any, could result from this program? Which groups could benefit? Are there further ways to maximize equitable opportunities and impacts?
- 5. Examining Alternatives or Improvements:** What provisions could be changed or added to ensure positive impacts on equity and inclusion?

### **Strategic Planning and Long Term Initiatives**

- 1. Clarifying the Purpose:** What are the goals? Will they reduce disparities or discrimination? Will it advance equity and inclusion?
- 2. Examining the Causes:** What factors may be producing and perpetuating racial inequities in Dayton's Bluff? How did the inequities arise? Are they expanding or narrowing? Does the plan address root causes? If not, how could it?
- 3. Engaging Stakeholders:** Have stakeholders from different groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this plan? How were they engaged or informed? Who’s missing and how can they be engaged?
- 4. Ensuring Viability and Sustainability:** Is the plan realistic, adequately funded, with mechanisms to ensure successful implementation. Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

- 5. Identifying Success Indicators:** What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?

#### Land Use and other recommendations on local issues/actions

- 1. Identifying Stakeholders:** Which groups may be most affected by and concerned with the issues related to this project/issue?
- 2. Engaging Stakeholders:** Have stakeholders from different groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the review of this proposal? How were they engaged or informed? Who’s missing and how can they be engaged?
- 3. Considering Adverse Impacts:** What adverse impacts or unintended consequences could result from this action? Which groups could be negatively affected? How could adverse impacts be prevented or minimized?

#### Board Committee Work

- 1. Identifying Stakeholders:** Which groups may be most affected by and concerned with the issues related to the work of the committee?
- 2. Examining the Causes:** What factors may be producing and perpetuating inequities associated with the interests of this committee? How did the inequities arise? Are they expanding or narrowing? Does the committee workplan address root causes? If not, how could it?
- 3. Clarifying the Purpose:** What does the committee seek to accomplish? What are the goals? Will this work reduce disparities or discrimination? Will it advance equity and inclusion?
- 4. Examining Alternatives or Improvements:** What requirements could be changed or added to ensure positive impacts on equity and inclusion?