

King County's Equity Impact Review Tool

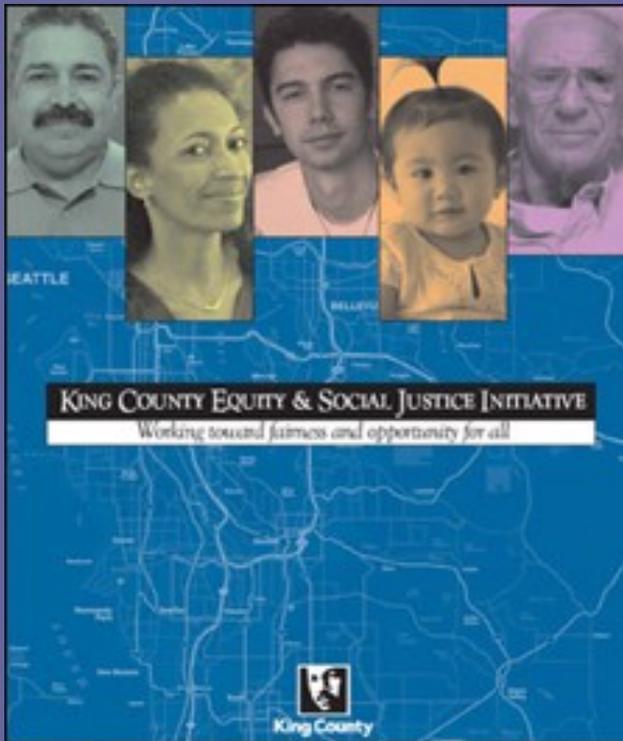
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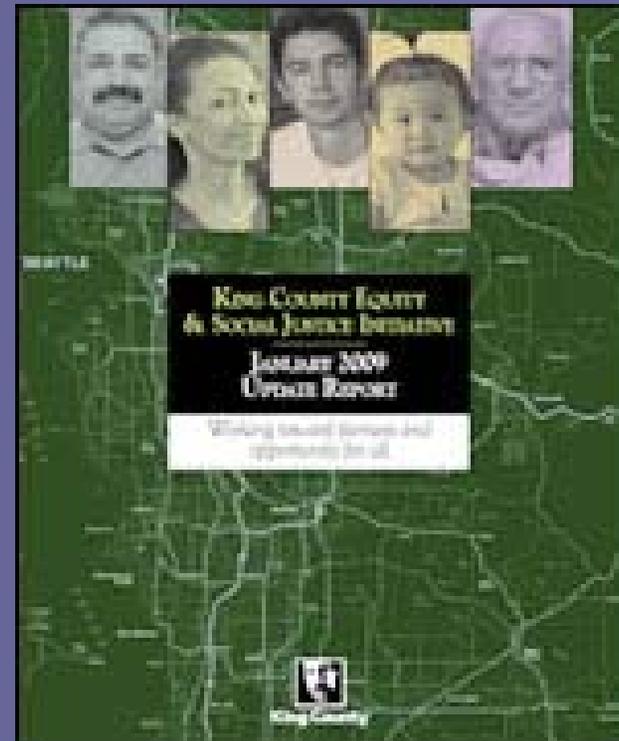
Seattle & King County Public Health

February 12, 2008

King County Equity & Social Justice Initiative



Initial Report 2008



Updated 2009

<http://www.kingcounty.gov/exec/equity>

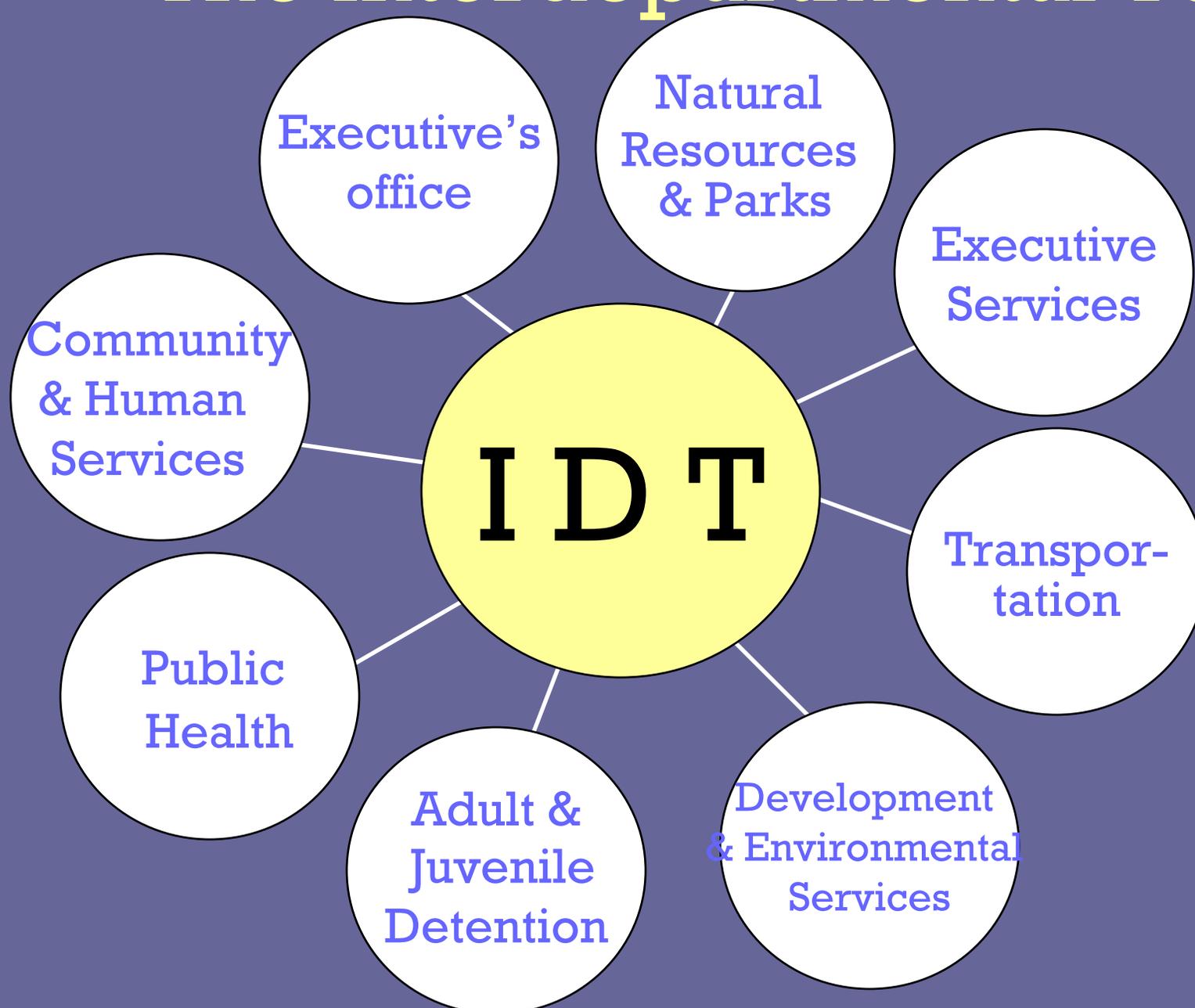
Community
partnerships

Delivery of
county services

**Equity &
Social Justice
Initiative**

Policy development and
decision making

The Interdepartmental Team



Now is the time to act

“Embracing the principles of equity and social justice can lead to a future where all residents have real opportunities for quality education, livable wages, affordable housing, health care, and safe and vibrant neighborhoods... In this vision of the future, a much healthier and more prosperous picture of King County would emerge.” -2008 Equity Report

Moving policies *UPSTREAM*

Change structures, policies and institutional practices that maintain inequities

Change policies/systems and programs to provide community conditions that support health and well being

Change individual behaviors/treat problems resulting from stress and poor health



Why review for equity?

Advances a
shared
agenda of
fairness

Spreads
burdens
fairly

Addresses
patterns of
historic/
institutional
biases

eq·ui·ty **im·pact** **re·view**

(e-kwə-tē im-'pakt ri-'vyü),

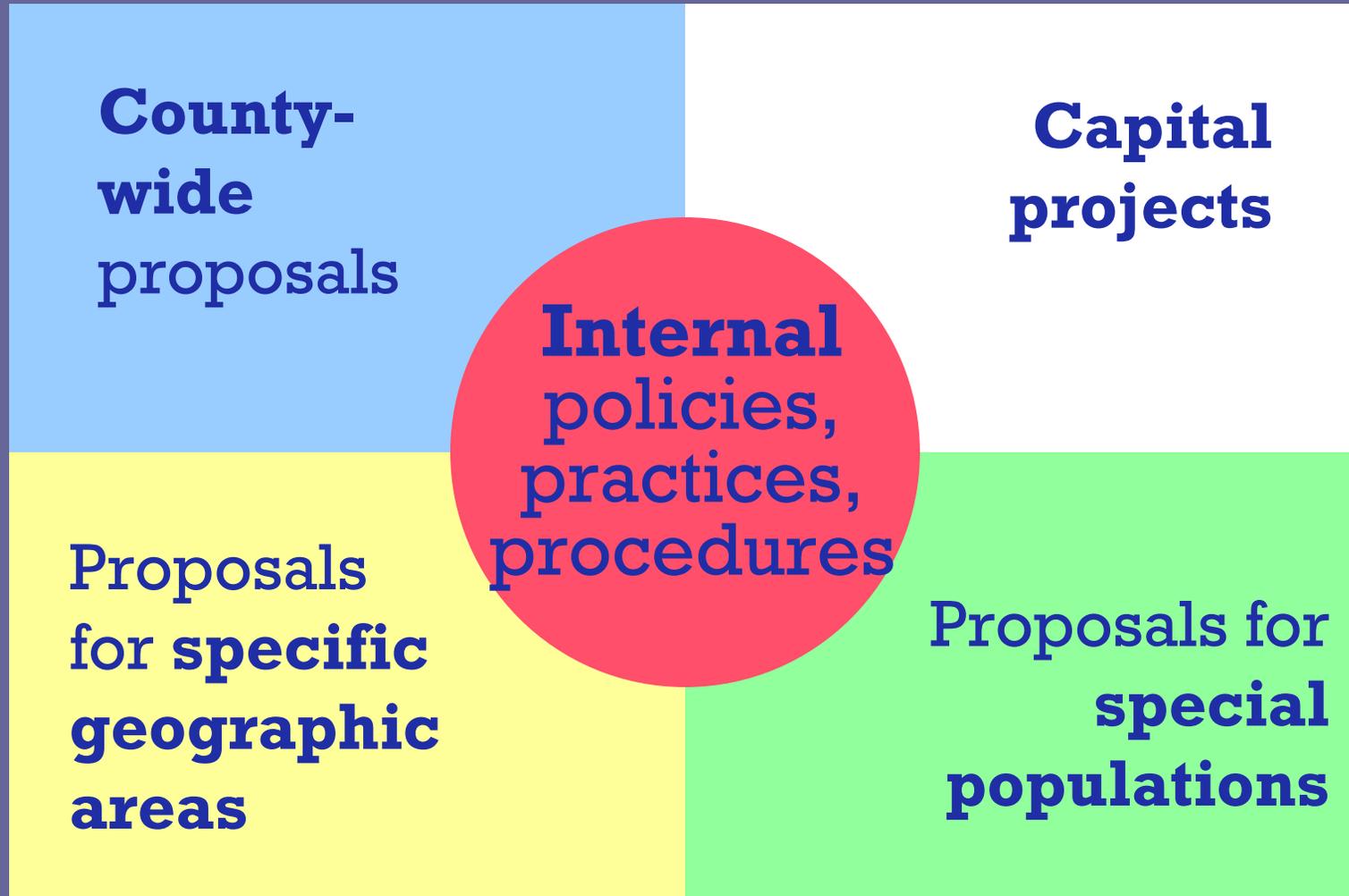
noun,

A systematic way of gathering information to inform planning and decision-making about public policies and programs which impact equity in King County.

EIR tool is a **3 stage process**

1. Screening for impacts on determinants of health and equity
2. Determining who is impacted
3. Identifying and prioritizing enhancing/mitigating actions; making recommendations

What proposals do we review?



Who takes part in this process?

TEAM

Champion on equity

Content expert

Policy or program perspective

Demographic, technical, or analytic expertise

When do we undertake this process?

Prospectively, *the earlier the better!*

When it can be **helpful**

STAGE ONE:

What are the impacts on equity?

Stage 1: Impact on determinants of equity

1. Screen proposal for impacts on equity
2. Assess the magnitude of impact
3. Provide rationale for the impact

What influences equity?

Social factors +

Economic factors +

Environmental factors

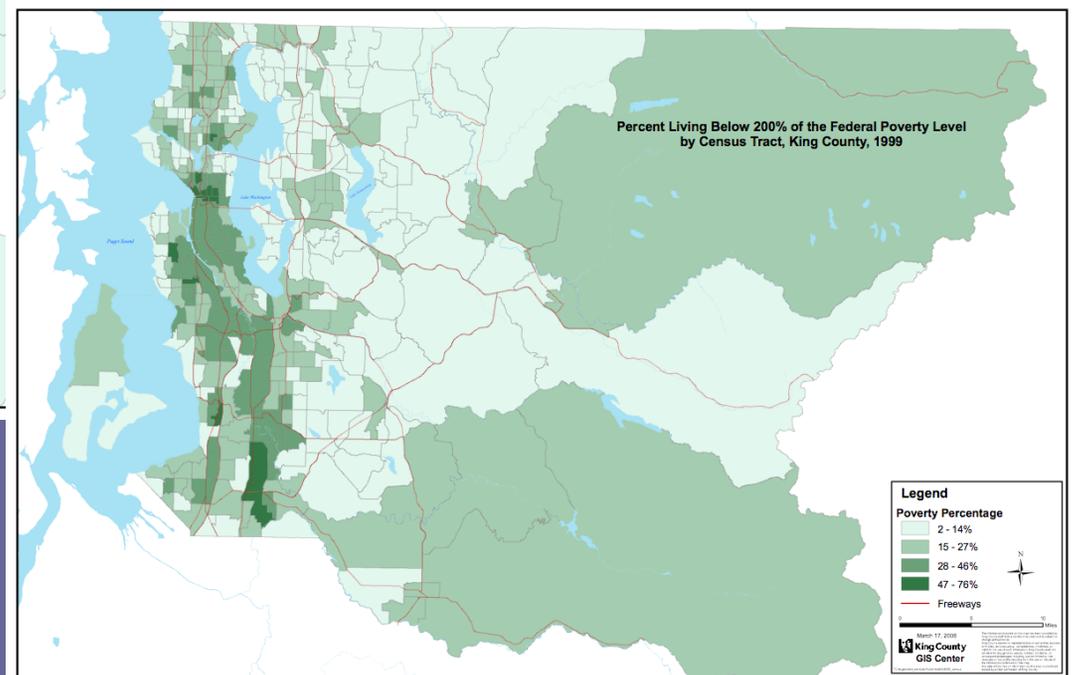
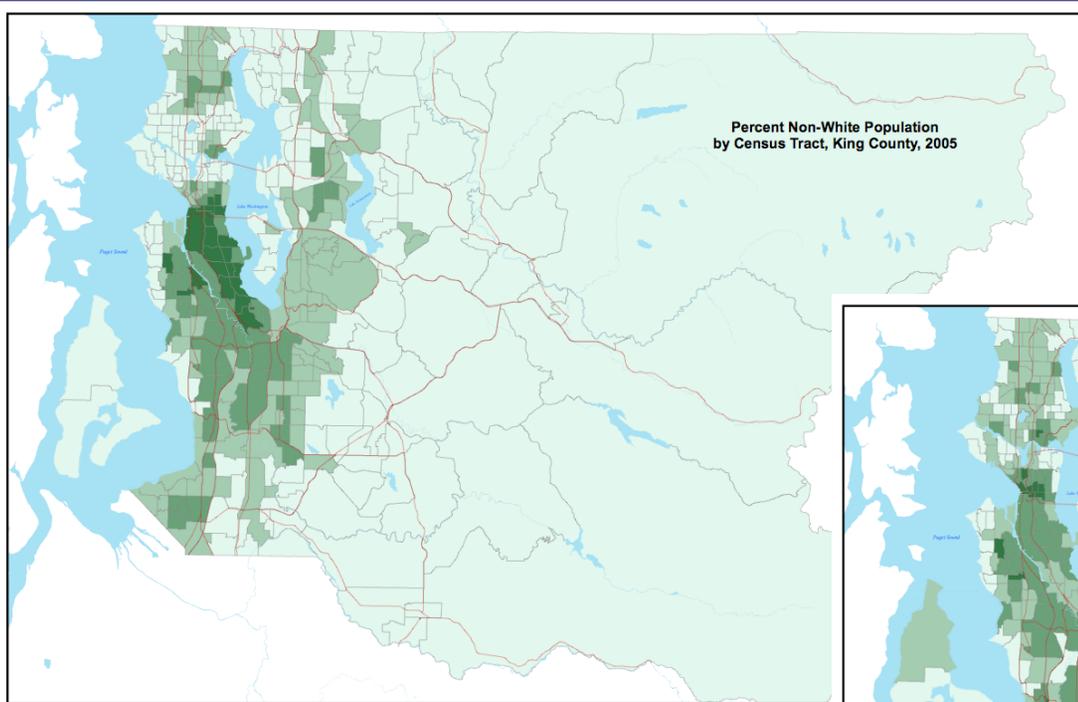
= ***Determinants*** of equity

STAGE TWO:

Who is being impacted?

Stage 2.A: Who is affected?

Identify who is impacted: **positively** & **negatively**



Are there differential impacts for...



Stage 2.B: Analysis

Who benefits?

Who is burdened?

STAGE THREE:

Impact review &
recommendations

Stage 3: Review, actions, and recommendations

Step C: **proposing recommendations** to modify the proposal

Step B: **prioritizing actions** from Step A based on: likely impact on equity, feasibility, resources required

Step A: **identifying impacts** from an equity perspective, proposing enhancement/mitigation actions

Presenting findings to IDT

Share experience of the EIR process

Lessons learned

Challenges faced

Suggestions for future EIRs

Where we are today

Tracking progress on 2008 commitments

New commitments for 2009

Strategic planning for initiative

Offering just-in-time EIR trainings

Additional Challenges

Internal communication

Internal education and training

Time & budget

Resistance to change

No mandate

Questions?

Community and individual factors



[From Dahlgren & Whitehead, 1991]