

# Equity Impact Analysis Toolkit

Every state agency in Illinois is in the process of implementing a plan to achieve Diversity, Equity, and Inclusion. The Illinois State Board of Education enthusiastically supports this initiative, and the Equity Impact Analysis Toolkit (EIAT) represents one of our first big steps toward that goal.

This toolkit was developed by dozens of your own colleagues. Our working group included staff from every level of every department, and everyone's voice was incorporated and carried an equal weight. We used the plan provided by the Government Alliance on Race and Equity – a national network of governmental jurisdictions working to achieve racial equity and advance opportunities for all – as the foundation for this work and then developed our own toolkit.

Equity means having high expectations for every person and providing the access, resources, and supports so each person can meet those expectations.



The EIAT is a short list of questions that will be used to guide every decision this agency makes. These questions align with ISBE's Strategic Plan and will embed equity in all the work we do. In ISBE's Strategic Plan, our equity statement is clear:

**We have an urgent and collective responsibility to achieve educational equity.**

Reaching this goal will require that all ISBE policies, programs, and practices affirm the strengths of each child, within their diverse backgrounds and life experiences, by delivering the supports and opportunities they need.

This work must address the root causes of inequities. It will require real and substantive change to move us from our historic condition of inequity through to our ultimate objective of repairing the system to provide every child with equal access to tools and opportunities.



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# The Equity Impact Analysis Tool consists of these six questions:

1

## PROPOSAL

**What is the policy, program, practice or budget decision under consideration, and what are the desired results and outcomes?**

Starting with a concrete, articulated goal and measurable outcomes can provide the first check to ensure the initiative advances equity.

2

## DATA

**What data is obtainable, and what does it tell us?**

Make sure to mine all available data, even if it may challenge assumptions and traditions, to root out inequity. Who currently has access and is served well? Who does not?

3

## COMMUNITY ENGAGEMENT

**How have stakeholders been engaged? How can we expand engagement opportunities?**

Equity means providing everyone a seat at the table, especially those who will be directly affected by the decisions made.

4

## ANALYSIS AND STRATEGIES

**Who will benefit from or be burdened by your proposal? What are your strategies for advancing equity or mitigating unintended consequences?**

Use stakeholder engagement to identify and mitigate inequitable consequences of each proposal.

5

## IMPLEMENTATION

**What is your plan for implementation?**

Ensure the timeline, communications plan, and process also embrace equity.

6

## ACCOUNTABILITY AND COMMUNICATION

**How will you ensure accountability, then communicate and evaluate results?**

Equity cannot be merely a goal that is aimed for and sadly missed. Plans should include checkpoints for reviewing, reporting, and addressing the outcomes.

### Use the Equity Impact Analysis Tool for measuring all:

- Agency forms and reports
- Grant processes
- Human resources hiring practices
- Stakeholder engagement
- Department operations
- Monitoring and capacity-building in both programs and school districts
- Legislative proposals
- Other agency work and decisions



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