



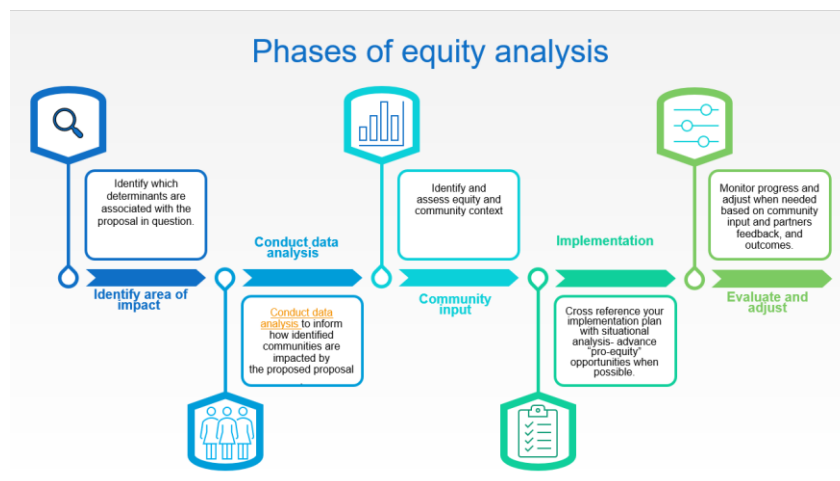
Determinants of Equity data tool

Guide for conducting equity analysis

Objective: This document is intended to provide fundamental features and questions that should be considered when conducting an equity analysis.

Equity analysis is the systematic examination of how different groups are affected by a proposed action. Conducting equity analyses should be used to minimize unanticipated negative or adverse consequences of proposed budgets, policies, institutional practices, programs, etc. The current [King County Determinants of Equity data tool](#) (DoE) is one of the resources for conducting an equity analysis. The data tool has agreed-upon indicators that report on baseline equity conditions in King County relative to each Determinant of Equity. This type of baseline effort will help guide the allocation of limited resources, inform the degree to which County equity efforts are having the intended effect, and support efforts that can achieve positive change in our communities.

How to conduct equity analysis? While there is no one unique way to conduct an equity analysis, the prompts below are some of the essential questions that should be addressed when looking at the impact (negative or positive) of decision making, project design and development, and the allocation of public funding. The Determinants of Equity data tool provides a robust equity data repository of 15 policy domains disaggregated by race and other demographics to support the analysis. Below is a graphic that illustrates the main phases of equity analysis:



1. What is the intended impact?

- 1) Describe/understand the project under consideration and the expected outcomes. Having a clear picture of what is going to be done (what, when and how) and is essential to being able to assess equity impacts.
- 2) Describe the policy area by identifying the determinant and indicators that best match the project. Take into consideration the interconnectedness of the determinants. For example: Given that transportation is essential in many aspects of an individual's life, adequate and reliable transportation services are fundamental to healthy communities. Lack of adequate transportation

can negatively impact a person's access to health care services, education opportunities or getting a job.

2. Which populations are most affected? Identify populations most affected:

Having identified what determinant(s) of equity the project under evaluation is likely to impact, examine the data to determine which groups are going to be affected by the proposed outcomes. King County has identified these communities as those that have been historically marginalized or neglected: Black, Indigenous, People of Color (BIPOC), immigrants, and/or refugees, people with Limited English proficiency, and other intersectional populations, including those who earn less than 80 percent of the area median income (low income), people with disabilities, people with untreated mental distress, seniors, LGBTQIA+ people, unhoused individuals, etc.

3. Examine geography: Where people are in the social hierarchies affects the conditions in which they grow, learn, live, work and age, and so their vulnerabilities to inequities increase over time. Many social inequalities are created due to existing inequalities in the conditions of daily life, inequities in generational wealth, as an example. Many social inequalities reflect how access to the determinants of equity vary by place (or where someone lives). The fundamental drivers that give rise to them: inequities in power, wealth, and access to resources.¹² Ask the following questions:

- 1) Will the project have impacts in specific geographic areas (neighborhoods, areas, or regions)? Impacts may be *direct*, such as reduced ability to serve individuals, or *indirect*, such as increased demand for services in the community due to reduced county capacity.
- 2) What are the social, economical, and racial demographics of those living in the area?

4. What are the systems that are creating or perpetuating inequities? Many of the inequities one finds in health, education, etc. arise from social, economic, environmental, and structural disparities that contribute to or intensify inequities. Understanding the various systems is crucial when looking into communities' conditions.

- 1) What does the data show about root causes or factors influencing inequities?
- 2) Are there data gaps? What additional data would be helpful in analyzing the proposal (qualitative and quantitative)? If so, how can you obtain better data?
- 3) Are you able to identify institutions, such as law enforcement, education, health, and financial sectors in your project that contribute or reinforce the oppression of social groups? [See examples.](#)

In summary, by intentionally considering individuals' and communities' conditions using data, and analyzing the systems and root causes that create inequities, we can make well-informed decisions that support equitable outcomes, mitigate or reduce harms, and ensure benefits reach populations at higher risk or with greater needs. This approach ensures that policies are fair, inclusive, and sustainable, leading to a more equitable and just society.

¹ Ansell, D.A: The Death Gap: How inequality kills-University of Chicago Press- 2017

² WHO Commission on Social Determinants of Health 2008