



Equity Impact Review Process Overview

The Michigan Department of Health and Human Services (MDHHS) works to improve the lives of Michigan families by focusing on outcomes that reduce and prevent risks, promote equity, foster healthy habits, and transform the Health and Human Services system. In alignment with the department's vision, representatives from all administrations across the department worked diligently to develop the [MDHHS Diversity, Equity and Inclusion Strategic Plan](#), which embodies the department's official commitment to diversity, equity and inclusion and aligns with its strategic priorities.

Purpose: To establish a concrete, organized, and more objective way of assessing internal processes, budget allocations, policies and programs against an equity lens. This review process will move us closer to achieving the long-term and short-term outcomes outlined in the 2018 MDHHS Diversity, Equity and Inclusion Strategic Plan as it has been proven to decrease systematic disparities and inequities in marginalized populations.

Definition:

- Systematic process that follows a series of stages/formalized procedures and uses qualitative and quantitative data as well as community engagement as the locus of power
- Assesses proposed policies, programs, and budgets
- Helps promote health and mitigate disparities/inequities

Why use it? To give users a deeper understanding of the potential effects of a proposed process, budget, policy or program on marginalized populations. To help mitigate negative outcomes and enhance positive outcomes.

When to use? Most effective when used early in the development/decision-making process.

Who should use the tool? Decision-makers.

Key Terms:

1. **Diversity:** The range of human differences, abilities, experiences, and perspectives.
2. **Equity:** Fair and just treatment, access and opportunities for all people while building better outcomes for historically and currently disadvantaged populations.
3. **Inclusion:** A culture that fosters diversity, equity, support, and respect within every facet of organizational services and activities.
4. **Systemic Inequities:** Unequal outcomes built into a system that will produce inequality even in the absence of individual biases. Some examples include, but are not limited to, racism, sexism, heterosexism, ableism, and ageism.
5. **Marginalized populations:** Examples include but are not limited to: minority populations/communities of color, low-income populations, limited-English speakers, amongst others.

Equity Impact Review Process¹



How do I use this tool?

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|---------------|---|---|
| Step 1 |  | <input type="checkbox"/> What is the policy, program, practice or budget decision under consideration?
<input type="checkbox"/> What is the desired result/outcome? |
| Step 2 |  | <input type="checkbox"/> What is the data?
<input type="checkbox"/> What does it tell us about the disparities and inequities affecting historically and contemporarily marginalized populations? |
| Step 3 |  | <input type="checkbox"/> How have communities been engaged?
<input type="checkbox"/> What opportunities are there to expand engagement? |
| Step 4 |  | <input type="checkbox"/> Who will benefit or be burdened by your proposal?
<input type="checkbox"/> What are the strategies for advancing racial equity or mitigating unintended consequences?
<input type="checkbox"/> What determinants of equity will be affected? |
| Step 5 |  | <input type="checkbox"/> What is your implementation plan?
<input type="checkbox"/> How can you enhance positive outcomes and reduce negatives ones? |
| Step 6 |  | <input type="checkbox"/> How will you ensure accountability, communicate and evaluate your results? |

Questions?

Please contact the MDHHS Office of Equity and Minority Health or the Diversity, Equity and Inclusion Core Group for further guidance: Yesenia Murillo at murilloy@michigan.gov or MDHHS-DEI@michigan.gov.

¹ Adapted from Nelson, J. & Brooks, L. (2015). Racial Equity Toolkit: An Opportunity to Operationalize Equity. Government Alliance on Race and Equity.