

# RACIAL EQUITY IMPACT ASSESSMENT

The Racial Equity Impact Assessment assists staff and policymakers working to account for racial equity at the earliest stages of planning a new Project or Policy. Racial disparities manifest both nationally and regionally across all sectors: health and behavioral health, jobs and income, education, and most relevantly here – the criminal justice system.

When studying disparities, it is important to understand the unique experiences Black and Indigenous communities have had since our country's founding (slavery and settler colonialism, respectively). Historical precedents and more recent policies have often resulted in disparate outcomes. While all racial identities have suffered under discriminatory policies and practices, Black and Indigenous populations remain most negatively impacted.

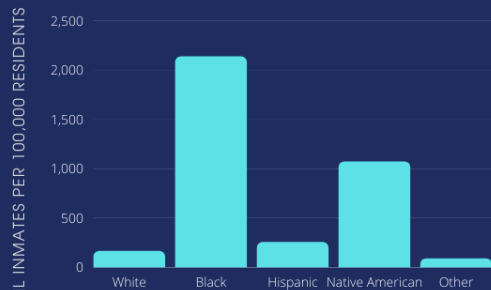
Still, discriminatory policies negatively affect all of us, regardless of race.<sup>1</sup> In 2020, for instance, [economists estimated that racial discrimination has cost the United States \\$16 trillion in lost GDP over the past two decades](#)<sup>2</sup>

Although this tool focuses on Racial Equity specifically, it contemplates disparities across other identities including immigration status, economic status, gender, and disability. Because disparities across other identities are typically compounded by race, a focus on racial equity at the outset allows policymakers to consider and address a myriad of potential adverse or unintended consequences resulting from new projects or policies.

This tool is not intended or designed to rectify all inequities, but it does provide a necessary first step in tackling local disparities and ensuring a safe, healthy, and vibrant Spokane for all residents.

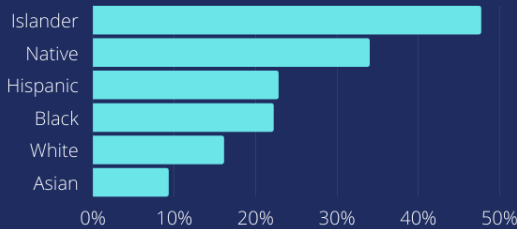
## RACIAL DISPARITIES IN THE U.S.

SPOKANE COUNTY JAIL INCARCERATION RATES BY RACE: 2017<sup>1</sup>

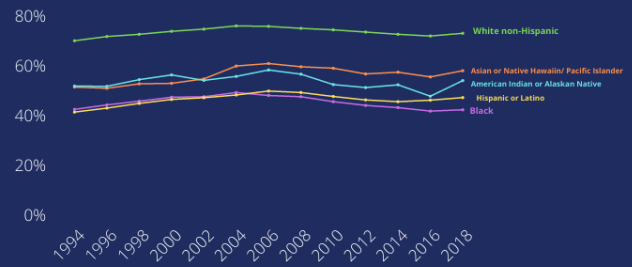


Note: "Hispanic" category is based on ethnicity. "Other" category comprised of Asians, Pacific Islanders, and non-identified individuals.

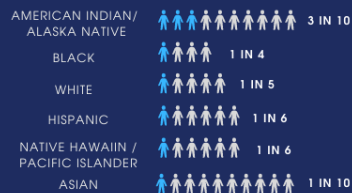
SPOKANE CITY POVERTY RATE BY RACE



U.S. HOMEOWNERSHIP RATE BY RACE



U.S. APPROXIMATE NUMBER OF ADULTS WITH A DISABILITY BY ETHNICITY AND RACE.



<sup>1</sup> JFA Spokane Justice Task Force: <https://www.spokanecounty.org/DocumentCenter/View/27270/JFA-presentation-73119>  
<sup>2</sup> US Census: <https://data.census.gov/cedsci/table?id=ACSST5Y2019.S1701&g=1600000US5367000>  
<sup>3</sup> USA Facts: <https://usafacts.org/articles/homeownership-rates-by-race/>  
<sup>4</sup> CDC: <https://www.cdc.gov/nccd/dsd/disabilityandhealth/materials/infographic-disabilities-ethnicity-race.html>

<sup>1</sup> See, e.g., McGhee, Heather. [The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together](#) (2021).

<sup>2</sup> Hallett, Stephanie. [Racism Has Cost the US Economy \\$16 Trillion in The Last 2 Years – And Will Keep Costing the Country Money if Things Don't Change](#) (Oct. 12, 2020), <https://www.businessinsider.com/personal-finance/racism-cost-us-economy-16-trillion-last-20-years-2020-10>.

## Racial Equity Impact Assessment Spokane, Washington

A Racial Equity Impact Assessment can help criminal justice departments, agencies, and other entities apply an equity analysis to current operations, practices, priorities, and decision making — including funding, program development and program design. More specifically, the assessment helps staff and policymakers set equity goals, and identify and correct harmful, unintended consequences before a Project or Policy takes effect.

For example, a policy like New York’s “[Stop-and-Frisk](#)” may be designed to enhance public safety, but once implemented, inadvertently contributed to disparate rates of arrests, jail admissions, and distrust in law enforcement. By prioritizing time to engage in an iterative, goal-oriented and data-driven process, criminal justice leaders can help create a sustainable, fair, efficient, and equitable legal system.

We recommend that a project team or similar working group — composed of system actors and community representatives — address the questions below collaboratively throughout the development, implementation and review stages of the Policy or Project. If you would like additional support, please contact the Office of Law & Justice.

1. Name of Proposed Policy or Project \_\_\_\_\_  
(Ex. *Establishing DUI therapeutic court*)
  
2. a. What is the goal of the Policy or Project and/or the challenge you are attempting to address?  
(Ex: *Increase diversion opportunities for drug related charges*)  
  
b. What current racial and other inequities might this Policy or Project address?
  
3. Based on the data you have gathered and reviewed how might the Policy or Project impact racial disparities (improve or worsen)? Please review Appendix A for suggested Data metrics.  
All data should be disaggregated by race/ethnicity, gender, and age.

If you do not have access to any relevant metrics, what is your plan to obtain relevant data (this can include data gathered by peer-reviewed sources from community organizations, news and/or academic sources, city departments, and other national, state, or county agencies)?

4. Please identify who may be impacted by the proposed Policy or Project? Please identify direct and indirect impacts.

a. System Actors/Entities

	Direct	Indirect	N/A
Law Enforcement Agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pre-Trial Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Detention Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Municipal Court	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Court	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Superior Court	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
City Prosecutor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County Prosecutor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
City Probation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County Probation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
City Public Defender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County Public Defender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Department of Corrections	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Juvenile Court	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

b. Community Members (direct and indirect impacts)

	Direct	Indirect	NA
Age			<input type="checkbox"/>
Gender Identity			<input type="checkbox"/>
Racial Identity			<input type="checkbox"/>
Ethnic Identity			<input type="checkbox"/>
Neighborhoods/Zip Codes			<input type="checkbox"/>
Income			<input type="checkbox"/>
Disability			<input type="checkbox"/>
Other			<input type="checkbox"/>

- c. Service providers and/or community organizations led by and/or supporting impacted communities, especially in areas related to this Policy or Project.

Provider Name or Type	Resources/Services Provided and Potential Impact

5. Are you collaborating with individuals and communities most impacted — particularly Black, Indigenous People of Color — in the Policy or Project planning process? If not, what is your plan to include community members to ensure meaningful input from planning through implementation and performance monitoring? Please use the table below as a helpful guide.

	Community Collaboration Addressed <i>Please describe efforts for each phase.</i>	Community Collaboration Plan <i>Please describe plan and timeline for each phase if efforts have not already been completed.</i>
<b>Planning/Outreach</b> <i>Suggested items to consider: dates of meetings/forums, names of participant and/or organizations, accommodations made for physical access &amp; language access, and how input/participation was included in decisions and next steps, whether participants received compensation.</i>		
<b>Implementation</b> <i>Suggested items to consider: community experts serving on project team, whether community participants receive compensation, meeting location and time, other community-based partnerships.</i>		
<b>Evaluation</b> <i>Suggested items to consider: Community experts serving on the evaluation committee, whether community experts receive compensation, recurring community meetings or forums to share updates and information, other data transparency measures.</i>		

6. What factors outside of the criminal justice system might uniquely impact individuals or communities of color and complicate the equity goals (consider root causes and/or intersecting identities)? Does the proposal address any of these factors? Please check all that apply and brainstorm additional relevant factors:

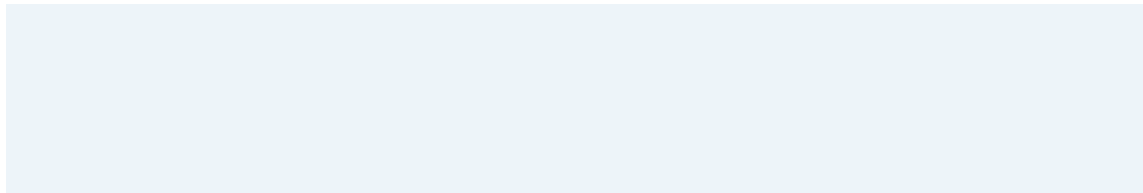
Factors	Yes	No	Mitigated or Exacerbated by Project/ Policy (describe)
Economic Distress	<input type="checkbox"/>	<input type="checkbox"/>	
Housing Instability	<input type="checkbox"/>	<input type="checkbox"/>	
Behavioral Health Needs	<input type="checkbox"/>	<input type="checkbox"/>	
Education	<input type="checkbox"/>	<input type="checkbox"/>	
Healthcare Access	<input type="checkbox"/>	<input type="checkbox"/>	
Food Access	<input type="checkbox"/>	<input type="checkbox"/>	
Transportation Access	<input type="checkbox"/>	<input type="checkbox"/>	
Language Access	<input type="checkbox"/>	<input type="checkbox"/>	
Access to Technology	<input type="checkbox"/>	<input type="checkbox"/>	
Access to Child Care	<input type="checkbox"/>	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	
Adverse Childhood Experiences / Trauma Histories	<input type="checkbox"/>	<input type="checkbox"/>	
History of Discrimination	<input type="checkbox"/>	<input type="checkbox"/>	
Lack of Trust	<input type="checkbox"/>	<input type="checkbox"/>	
Cultural Considerations	<input type="checkbox"/>	<input type="checkbox"/>	
Immigration Status	<input type="checkbox"/>	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	<input type="checkbox"/>	

7. What legal limitations might complicate this Policy or Project and what is the plan to address them?

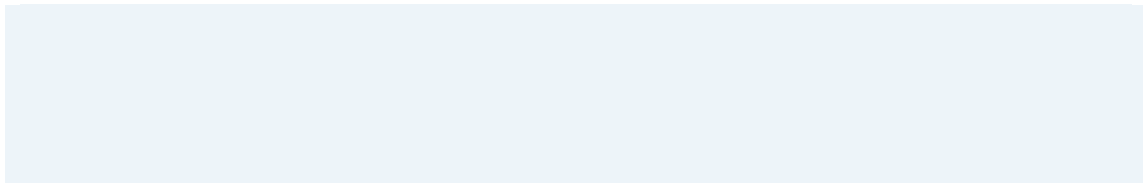
8. Based on the answers above, what specific changes need to be made to achieve your racial equity goal and avoid the continuation of racial and other disparities (*Ex. Partnering with and/or investing in groups representing communities most impacted by the proposed initiative.*)



9. What performance measures will you use to evaluate the Policy or Project's impact following implementation, including the impact on racial and ethnic disparities? Qualitative and quantitative measures are encouraged.



10. What is your timeline for review and ongoing adjustments?



## Appendix A

The data below is a suggested starting point for discussion related to Section V and may not be relevant to your project. You are encouraged to identify and collect additional data points. **All data should be disaggregated by race/ethnicity, gender, and age.** Consider breaking out identities within broad racial categories, if possible. For example, “Asian” can encompass multiple identities, including but not limited to Chinese, Filipino, Vietnamese, Korean, Japanese, Cambodian, etc. Combining these groups can mask disparities across them. It might also be helpful to reach out to community partners as a data source.

- a. Eligible Participants
- b. Exclusion Criteria
- c. Law Enforcement
  - i. Contact Rate
  - ii. Citation Rate
  - iii. Arrest Rate
  - iv. Use of Force Rate
- d. Prosecution
  - i. Charging decision by type
  - ii. Diversion decision by type
  - iii. Therapeutic court referral by type
  - iv. Length of Sentence
- e. Jail data
  - i. Population
  - ii. Length of stay in jail
  - iii. Bail amount by race
  - iv. Charges
  - v. Admissions
  - vi. Release type
- f. Public Defense
  - i. Public defender eligibility
- g. Court Data
  - i. Conviction rate
  - ii. Time to adjudication
  - iii. Sentencing outcomes by type
- h. Probation
  - i. Probation ordered
  - ii. Length of monitoring
  - iii. Violations by type