

Austin/Travis County Homeless Response System

Equity Review Tool

A Framework for
Inclusive Policy Development



The background features a series of light green, wavy, parallel lines that create a sense of movement and depth. The lines are thicker in some areas and thinner in others, giving the overall effect a fluid, organic quality.

Your choices matter

Introduction: Why Equity Matters

- This tool reflects our unwavering commitment to anti-racism, diversity, equity, and inclusion.
- Equity acknowledges and addresses challenges faced by historically marginalized groups so that everyone has the opportunity to thrive.
- By committing to inclusive practices and elevating the voices of those most directly impacted, we foster pathways to transformative change.



Purpose of the Equity Review Tool

This tool ensures equity is an integral part of HRS policy development, not an afterthought

Address Disparities	Helps identify and account for inequities
Mitigate Unintended Consequences	Creates opportunity to deliberately explore potential impacts that we don't expect or intend, particularly for those in our community who have been the most marginalized
Model a Process for Continuous Improvement	Provides a pathway for continuous improvement and accountability

How to Use the Equity Review Tool

01. Review the Equity Tool & Rubric

Understand the purpose and assessment criteria before drafting the policy

02. Integrate Equity Considerations

Apply rubric criteria at every stage to guide refinement

03. Complete the Equity Review Form

Use data and specific examples to answer questions thoroughly

04. Score the Policy

Use a scale from 0 (no equity integration) to 5 (equity is fully embedded) to score each question and tally a total score

05. Submit for Review

Include the completed scored form along with the policy for group review and approval

Key Assessment Areas

**Inclusion of
Marginalized
Populations in
policy development**

**Cultural Awareness
& Accessibility**

**Impact on
Marginalized
Groups and Harm
Mitigation**

**Use of Equity-
Centered Data &
Analysis**

**Ongoing
Monitoring and
Evaluation**

**Addressing
systemic barriers**

**Transparency &
Accountability**

**Future
Considerations
and Process
Improvement**

Questions from the Tool - 15 total

1	List the priority populations this policy intends to serve.
2	How have these populations been included in policy creation and review?
3	How does the policy demonstrate cultural awareness and ensure accessibility?
4	List marginalized groups that could be affected (reference Glossary).
5	List the potential impacts marginalized groups may face.
6	How does this policy mitigate potential unintended consequences for marginalized groups?
7	What additional strategies have been considered to achieve greater equity and inclusion <u>in this policy?</u>

8	What data has been used to assess the policy's impact on equity?
9	What data needs to be collected to monitor the policy's equity impact? How will it be collected?
10	Please describe the framework the policy uses for continuous assessment, community engagement, and iterative improvements.
11	Explain how you have ensured that decision-making processes are transparent and what mechanisms for accountability and community oversight have been employed.
12	How does the policy address systemic barriers and promote success for the populations of focus?
13	What alternatives to this policy could achieve similar goals?
14	What key factors should be taken into account for future changes or revisions to this policy?
15	List any obstacles or restrictions that impacted your work on this policy. (unscored)

Rubric for Scoring Questions

0	No evidence of equity considerations
1	Very minimal evidence and investigation into equity considerations
2	Inconsistent equity considerations
3	Moderate equity integration with notable gaps
4	Clear and intentional equity considerations; some concerns about implementation
5	Exceptional commitment to equity; represents best practice

Total Score & Next Steps

Total Score (max 70 points): _____

Next Steps Based on Total Score	
Below 20	Reconsider approach; identify priority areas for improvement alongside people with relevant lived experience and expertise
21-40	Strengthen equity considerations through deeper community engagement and other means
41-60	Create process improvement mechanisms, including seeking data-driven refinement
61-70	Document and share as best practices to support system-wide equity advancement

Conclusion

By using the Equity Review Tool, Austin/Travis County Homelessness Response System ensures equity is embedded in policy design, implementation, and accountability.

Thank you for your commitment to fostering meaningful and sustainable change!



Questions & Answers

Reach out to the Equity Committee for additional information:

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