# ILPQC Policy Impact Review

**Purpose and Design:**

What is the purpose of the policy?

What is the policy designed to do?

What is the policy not designed to do?

**Impact and Outcome:**

What is the intended or desired impact of the policy?

What is the intended or desired outcome of the policy?

How does the policy reflect socio-cultural, technological, economic, environmental, political, legal, ethical drivers?

What are the potential impacts of this policy on those who have experienced marginalization?

**Disparate Impact:**

How might this policy have a disproportionate impact, negatively or positively, on those who have experienced marginalization?

Does the policy ignore or worsen existing disparities?

How does this policy perpetuate or help to dismantle barriers to equity?

Does this policy have unintended consequences?

Based on the above, what revisions are needed?

**Full Participation and Access:**

Will the policy increase access and opportunities for under-represented communities? How?

Will the policy have a positive impact on full participation of all people?

Will the policy protect against discrimination? How? If not, how can they be incorporated?

Are there changes that could be made to make the policy more equitable and inclusive?

Are marginalized groups affected by this policy represented included in policy development and review?