



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?