



The President's Task Force on Equitable Policy and Practice

**Overview of Accomplishments, Equity Impact Assessment Tool, and
Future Recommendations**

August 2020 to December 2021



Committee Charge

Washington State University is committed to policies and practices that support diversity, equity, and inclusion, particularly with respect to racial justice. The task force will review the policies and practices of WSU through that lens and identify ways that they can be modified, augmented, or developed to support this commitment. In the course of their work, members of the task force will consult with students, faculty, and staff, as well as review relevant higher education research, providing their report to the provost and president.



Task Force/Committee Members

Co-Chairs: Mel Netzhammer, Zoe Higheagle Strong

Holly Ashkannejhad (ex-officio), Celestina Barbosa-Leiker, Geeta Dutta, Obie Ford III, Lisa Gehring, Laura Griner Hill, Danielle Hess (ex-officio), Colleen Kerr, Shelby McKay, Jaime Nolan, Anna Plemons, Dana Ulrich, Lynne Varner



Accomplishments

- Identified 3 top areas of impact for future DEI work
- Designed an Equity Impact Assessment Tool to develop and evaluate policies and decisions
- Tested the Equity Impact Assessment Tool
- Developed a list of recommendations to effectively implement the Equity Assessment Tool and support advancement of DEI work

Equity Impact Assessment Tool

Final "Draft" will be complete by January 1, 2022



Equity Impact (EI) Assessment: A Tool to Evaluate and Develop Policy and Decisions

- Goal: To develop an equity impact lens to help people consider the ways in which some individuals whereas others may be oppressed within an institutional structure or system. More specifically, to have a tool to develop or evaluate policies *and* decisions in light of these considerations.
- Similar as environmental impact statements, fiscal impact reports and risk assessments.



Working Definition of Equity

The Equity Impact Assessment facilitates the process, product, and practice of equity.

- As a process, enacting equity illuminates ways in which individuals are privileged within a system of institutional and structural oppression.
- As a product, equity results from a dissolution of oppressive institutional structures within any system, leading to a balance of opportunity and outcomes for all.
- Equity is practiced when individuals and institutions regularly call attention to systemic oppression and racial inequities, take institutional responsibility to dismantle these inequities, and commit to change agency to advance equity across institutional policies.



Equity Impact Assessment Questions

1. **(For NEW Policies)** Have WSU community members from communities that have experienced systemic racism and institutional discrimination been intentionally involved in the process of drafting this policy, practice, or decision? If not, who else should be involved in the development process? **(For Revision of Existing Policies)** Were WSU community members from communities that have experienced systemic racism and institutional discrimination intentionally involved in the process of reviewing this policy, practice, or decision? If not, who should be involved in the revision process?
2. What are the intended outcomes of the policy, practice, or decision?
3. What are the potential impacts of this policy, practice, or decision on those who have experienced systemic racism and institutionalized discrimination?
 - a. How might this policy have a disproportionate impact, negatively or positively, on those who have experienced systemic racism and institutionalized discrimination?
 - b. How does this policy, practice, or decision perpetuate or help to dismantle historical or other barriers to equity?
4. If this policy, practice, or decision has the potential to ignore or worsen existing disparities or produce other unintended consequences, should this policy be enacted? If so, what mitigation should be planned?
5. How does the implementation and communication of this policy, practice, or decision align with WSU's equity principles? Revised to: What accountability, infrastructure, and resources are required to implement the policy?
6. What is the plan to evaluate and monitor the policy, practice, or decision to ensure equity in the short- and long-term?



Thank You!

Questions?