



UW Sustainability Action Plan Equity Impact Analysis Tool & Resources



Overview:

- The Equity Analysis Tool & Resources are for Action Owners and workgroups to use in developing revised actions for annual fiscal year updates of the UW Sustainability Action Plan (SAP).
- These questions are guidelines intended to help teams evaluate and analyze the potential equity impacts and outcomes of actions associated with the UW SAP.
- Action owners should use this tool with their workgroup(s) to provide a diversity of perspectives when reviewing and screening proposed actions to gain a deeper understanding of how they may support or burden underrepresented community members at UW who identify as BIPOC, LGBTQ+, those with disabilities and other marginalized groups.
- This Equity Analysis Toolkit will be reviewed and revised as needed to evaluate how well it's achieving the goal of centering equity, diversity and inclusion as a guiding principle of the Sustainability Action Plan.
- Your feedback after using this tool is encouraged and appreciated: sustainabilityplan@uw.edu

Name:

Email:

Unit or Dept:

Workgroup(s):

Date:

Purpose of Proposed Action

Please describe the purpose or goal of this action, initiative or program as it's stated in the Sustainability Action Plan, UW policy or program charter.

Impacts and Outcomes Analysis

Which campus community(s) does this action impact?
Staff, Faculty, Students etc?

Which type of program(s) or department(s) does this action impact?
Administration/Finance, Academics/Research, Operations/Facilities etc.?

How might the proposed action support or burden underrepresented communities in those programs or departments, now and in the future? Are there potential unintended consequences of this action?

Stakeholder Involvement & Empowerment

Were underrepresented communities at UW that will be affected by these actions involved in decision making? Why or Why not?

If so, how were underrepresented communities supported in participation and sharing in decision making associated with these actions, initiatives or programs?

Moving forward, how could underrepresented communities become more directly involved with decisions regarding the development, implementation and evaluation of initiatives or programs that will affect them?

Structural and institutional analysis

Are there larger institutional or structural issues at UW that pose a barrier to achieving any of the above actions for more equitable outcomes?

What resources are needed to remove barriers associated with the proposed action and achieve more equitable outcomes moving forward?

Resources

[UW Race & Equity Initiative](#)

UW's Race & Equity Initiative includes the Diversity Blueprint that is coordinated by the Office of Minority Affairs & Diversity (OMAD)

[UMAC Equitable Language Guide](#)

UW Marketing's equitable language guide

[UW Visual Guide for Developing an Equity Lens](#)

UW guide for using an equity lens in visual communication

[Racial Equity & Social Justice \(RESJ\) for Higher Ed \(AASHE\)](#)

Large collection of racial equity resources by the Association for the Advancement of Sustainability in Higher Education (AASHE)

[Seattle Racial Equity Toolkit](#)

Seattle's Racial Equity Toolkit informed the development of the UW SAP Equity Analysis Tool & Resource

[Public Participation Spectrum of Involvement](#)

This diagram shows the spectrum of public participation which progressively increases public power as you move along the spectrum from Inform, to Consult, to Involve, to Collaborate, to Empower. This diagram was derived from [Arnstein's Ladder of Citizen Participation](#)