

Racial Equity Analysis Protocol (REAP)

Date: _____

Department: _____

Name of Policy/Plan: _____

Filtered by: _____

REAP Questions	REAP Responses
1. What is the overarching purpose of the policy/practice?	
2. Is the initiative or policy/practice resourced to guarantee full implementation and monitoring?	
3. Which racial/ethnic groups could be inequitably affected by this policy/practice? How?	
4. Which racial or ethnic group may have the most concerns with this policy/practice? Why?	
5. What unintended consequences could result from the policy/practice (racial inequities or otherwise)?	
6. Have stakeholders, particularly those most impacted by this decision, been meaningfully informed or involved in the discussion of the policy/practice? How did the process go? What was the feedback?	

<p>7. What factors may be producing and perpetuating racial inequities associated with this issue? Does this policy/practice deepen these inequities or improve them?</p>	
<p>8. Who (e.g., individual, department, team) is the main driver for improving racial equity for this particular policy/practice?</p>	
<p>Next Steps</p>	
<p>1. After using the REAP for this policy/practice, should it move forward?</p>	
<p>2. If yes, what changes will you make in moving forward that could be more inclusive?</p>	
<p>3. What is the deadline on the changes before moving forward?</p>	