

Equity impact questions for policy, budget, technology, and procurement

Use this short question set for high-stakes decisions. Consider which authority and rights apply, who benefits, who carries the burden, which assumptions shape the outcome, what can change, and what must stay with the responsible official.

Why it matters

These questions can help frame a decision, but they are not legal advice and do not make the decision for you. After working through them, seek guidance from the appropriate person if a high-stakes procurement, budget, or policy decision has a significant equity impact and no official guidance.

Content

1. Policy: Which laws, rules, rights, and required safeguards apply? Who benefits, who carries added work or risk, and whose needs are missing? Which rules or routine practices shape the result? What can your team change, and what must be reviewed by the person with authority to decide?
2. Budget: Which costs cover interpreting, translation, accessible formats, and payment for community partners? Which costs have been treated as free? If funding is reduced, whose services would be affected first?
3. Technology: Are accessibility requirements written into the specifications and tested by people who use assistive technology? What information is collected? Could it be used to sort, rank, or profile people?
4. Procurement: Do the selection criteria give real weight to accessibility, language access, and community knowledge? Do the requirements create unnecessary barriers for small providers or community organizations?

Next steps

- **Policy, form, or notice change path** — program page </practice/gp-2>
- **Request a consultation for high-stakes decisions** — program page </support/request>

Practice paths this supports

- New program or service concept
- Policy, form, or notice change