## **IBHE EQUITY IMPACT ANALYSIS TOOL**

Purpose of the Tool: The IBHE Equity Impact Analysis Tool should be used to drive agency activities within the strategic plan/agency goals to increase equity and closing equity gaps in higher education. This tool provides staff with questions to consider while applying a critical equity lens when analyzing internal projects and supporting work with other higher education entities to ensure equitable opportunities for all.

How to Use the Tool:

## **DECISION POINT**

Have the consequences of the project been reviewed and considered? Is additional analysis needed and are possible revisions necessary to increase equity, close gaps, and further mitigate unintended consequences?

## **IMPLEMENTATION**

How will the project be implemented to increase equity and reduce gaps? What resources are needed (e.g., funds, staffing, data collection, reporting, professional development)? Who is responsible for implementation and coordination?

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