

COVID-19: Rapid Response Tool

Racial Equity Impact Analysis

PURPOSE OF THIS TOOL

There is potential for crises such as COVID-19 to exacerbate existing racial disparities in our city. While anyone can contract the virus, its impact will be most deeply felt in Black, Indigenous, and People of Color (BIPOC) and low wealth communities. The decisions made by the City during this crisis will have impacts both now and long after it ends. To facilitate consideration of racial equity, this tool should be used to examine how BIPOC communities will be affected, both short-term and long-term, by a proposed action or decision of the City during the COVID-19 crises.

INSTRUCTIONS

- Have this tool available during any meeting where decisions are being made related to COVID-19 response.
- Before a decision is made, answer the three questions listed below.
- Include staff with a variety of experiences, backgrounds, and skills at the decision-making table. Identify groups and individuals most likely to be impacted. If possible, involve them in the decision-making process.
- Share completed questions, ask questions, and access support on the Division of Race & Equity Racial Equity Impact Analysis SharePoint site:
<https://minneapolismgov.sharepoint.com/sites/c00003/SREAP/REIA>

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NAME OF DECISION:

DEPARTMENT(S) INVOLVED:

CONTACT PERSON:

1. What are the racial equity impacts of this decision?
2. Who will benefit from and/or be burdened by this decision?
3. Are there strategies to mitigate any unintended consequences of this decision?