

**PHMDC Strategic Planning
Health and Racial Equity Analysis Activity**

Community Impact Goal: _____

Proposed Strategy: _____

Participants: _____

Note Taker: _____

Date: _____

Considering what you have learned about this proposed strategy, please answer the following questions:

1. In this area, what is already working? What is going well that we can build upon?

2. Can you foresee any disproportionate impacts on any of the following people or groups?

(Disproportionate impacts could include benefits, such as improved safety or access to resources, or burdens, such as increased costs, transportation challenges, or discrimination, that affect one portion of the population more than another.)

- communities of color
- low-income communities
- urban, rural or suburban communities
- different age groups
- LGBTQ populations
- people with disabilities
- faith groups
- any other groups?

Any unintended consequences?

(Keep in mind that unintended consequences can be positive, negative or neutral)

3. How can we avoid or mitigate the negative impacts and unintended consequences identified in questions 1 and 2?

4. Who should be participating in the planning, implementation and evaluation related to this strategy?

(Think about people and groups who would be impacted by the strategy)

- individuals
- community groups
- neighborhood groups
- government agencies
- businesses
- educational
- healthcare partners
- faith community

5. Are there any other health and racial equity concerns that have not yet been addressed?

Please list these along with ideas for preventing or mitigating them.