



Racial Equity Rubric

This **Racial Equity Rubric** provides a series of questions and scoring protocols to assist in assessing ballot measures. Because some characteristics are not shared by all individuals within a racial group, race equity must be viewed intersectionally. The categories below represent some of the barriers built into our systems and maintained through prejudice, bias, and lack of awareness. To address racial inequity, we must review what impacts how individuals and groups of individuals are treated in unequal ways.

To use this tool, read the blue book, identify a score in each of the eight areas that apply, and total the score at the bottom. Not every ballot issue impacts every area at first glance, so take your time. If you do not score certain categories, consider the strength of the issue in the areas you did score.

A score **below 10** will hinder racial equity. Scores **between 11 and 18** require further assessment of your passions and values. Scores **above 18** can advance racial equity. In the categories below, you will compare to "Tim." Tim is a middle-aged, white, English-speaking, Christian, able-bodied man. Tim has a secure full-time job, health insurance, and a comfortable savings. Tim owns his home and his car. His wife works out of the home, and they have two school-aged children.

BALLOT MEASURE: _____

Category	3 Points	2 Points	1 Point	Score
<p>Race/Ethnicity Would individuals who are historically marginalized be more negatively impacted than Tim? This includes race, ethnicity, religion, and/or those impacted by the criminal justice system.</p>	<p>The ballot measure does not disproportionately affect individuals who are a particular race, ethnicity, religion, and/or impacted by the criminal justice system.</p>	<p>The ballot measure does negatively impact individuals who have two of the four characteristics identified.</p>	<p>The ballot measure negatively impacts individuals with three or all four of the characteristics identified.</p>	
<p>Access to Language Would individuals whose first language is not English and/or have language barriers be more negatively impacted than Tim? Barriers include individuals who are nonverbal, deaf, and/or hard of hearing.</p>	<p>The ballot measure does not impact individuals differently based on their language proficiency, language of origin, or access to language.</p>	<p>The ballot measure does negatively impact individuals based on either language proficiency, language of origin or access to language.</p>	<p>The ballot measure negatively impacts individuals based on 2 of the following: their language of origin, language proficiency, and access to language.</p>	

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Category**3 Points****2 Points****1 Point****Score**

<p>Income & Employment Would individuals with limited disposable income or those receiving state benefits be more negatively impacted than Tim? How about those with more than one job, seasonal/contract work or part-time work?</p>	<p>The ballot measure does not impact individuals differently based on their income source, disposable income, or means of income.</p>	<p>The ballot measure does negatively impact individuals who are receiving state benefits or who are employed less than full time.</p>	<p>The ballot measure does negatively impact individuals who have limited or no disposable income, those who are receiving state benefits, and those employed less than full time.</p>	
<p>Transportation & Accessibility Would individuals who don't have a personal vehicle or access to public transportation be more negatively impacted than Tim?</p>	<p>The ballot measure does not impact individuals differently based on their access to transportation.</p>	<p>The ballot measure does negatively impact individuals who don't have access to a personal vehicle.</p>	<p>The ballot measure does negatively impact individuals who do not have access to a personal vehicle and those who primarily use public transportation.</p>	
<p>Family Structure Would individuals who are in single-parent households, a primary caregiver for a family member, or caring for multiple kids in the home be more negatively impacted than Tim?</p>	<p>The ballot measure does not impact individuals differently based on their family structure.</p>	<p>The ballot measure does negatively impact individuals with one of the three family structures mentioned.</p>	<p>The ballot measure does negatively impact individuals with two or more of the family structures mentioned.</p>	
<p>Inclusion/Equity Would individuals who are a particular age, gender identity, sexual orientation, and/or have a disability be more negatively impacted than Tim?</p>	<p>The ballot measure does not allow for discretion in application that could target particular individuals based on their personal characteristics.</p>	<p>The ballot measure does negatively impact individuals based on two of the four characteristics identified.</p>	<p>The ballot measure does negatively impact individuals based on three or all four of the characteristics identified.</p>	

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SUBTOTAL: _____

Category	3 Points	2 Points	1 Point	Score
<p>Healthcare/Insurance Would individuals who have chronic health conditions, untreated health concerns, no insurance or underinsured, live far from services, can't take off work or are financially bound to healthcare costs in order to live be more negatively impacted than Tim?</p>	<p>The ballot measure does not disproportionately impact people experiencing the healthcare/insurance barriers listed.</p>	<p>The ballot measure does negatively impact people experiencing at least two of the healthcare or insurance barriers listed.</p>	<p>The ballot measure does negatively impact those experiencing three or more of the healthcare or insurance barriers listed.</p>	
<p>Most Impacted If the measure were to pass, who are the individuals who would gain and/or lose the most?</p>	<p>The ballot measure positively impacts a majority of the broader community including minorities and other marginalized groups.</p>	<p>The ballot measure positively impacts a majority of the broader community but has the potential to negatively impact minorities and marginalized groups.</p>	<p>The ballot measure negatively impacts a majority of the broader community.</p>	

TOTAL: _____

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