

### Racial Equity Evaluation Tool

Use the following questions to intentionally make policies with positive racial impacts:

- Who benefits from or will be burdened by your proposal (geographically, ethnically, linguistically)? What are your strategies for advancing racial equity or mitigating unintended consequences?
- What was the development process of this proposal? Whose input have you sought out? What feedback did you hear and did you incorporate it into this proposal? If not, why not?
- Is this proposal punitive or enforcement based? What are the other alternatives for proactive compliance?
- Given the diversity of San Francisco, how would this policy play out in different cultural settings? How does it accommodate cultural norms?