

## CAFP's JEDI Equity Tool Worksheet

The CAFP JEDI Equity Tool was developed by the Justice, Equity, Diversity, and Inclusion (JEDI) Committee as a guide to prompt resolution authors to consider an equity lens when crafting resolutions, and for the CAFP Board and committees to reflect upon as they review resolutions. Authors are encouraged to consider the questions and complete the form to the best of their ability. The JEDI Impact Score does not necessarily negatively or positively affect the outcome of a resolution in becoming CAFP policy. It does however provide guidance for resolution authors and a reflection for reviewers. Resolution scores will be used internally and will not be published with the resolution in the All Member Advocacy Meeting handbook.

**\*Instructions:** Complete this worksheet, save and upload with your policy resolution submission.

Any questions regarding the JEDI Equity Tool can be directed to CAFP at [jedi@familydocs.org](mailto:jedi@familydocs.org). To learn more about the work of CAFP's JEDI Committee, visit [familydocs.org/jedi](http://familydocs.org/jedi).

<p><b>Proposed Policy Title:</b></p> <p><b>Author name(s):</b></p>
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QUESTION	SCORING	IMPACT SCORE (0-3)
<p><b>Representation</b></p> <ul style="list-style-type: none"> <li>• Is the perspective of the affected group represented/included?</li> <li>• Is their voice/are their voices centered or represented in the decision-making process?</li> </ul>	<p>0 = Does not include or negates the perspective of the affected group            1 = The perspective of the affected group was considered            2 = One or more members of the affected group were asked for input in development of the proposal            3 = The perspective of the affected group was fully centered and informed the creation of this proposal</p>	
<p><b>Individual and Community Impact</b></p> <ul style="list-style-type: none"> <li>• Who will be impacted?</li> <li>• How are different groups impacted by this policy, specifically marginalized groups?</li> <li>• What are the intended and unintended outcomes?</li> </ul>	<p>0 = Likely to harm some groups            1 = Unlikely to harm or have no impact on any groups of people            2 = Likely to improve the wellbeing of some groups            3 = Improves the wellbeing of many groups that have been historically marginalized or underserved</p>	
<p><b>Structural Impact</b></p> <ul style="list-style-type: none"> <li>• Does it worsen or make no change to existing inequities?</li> <li>• Does it result in a systemic change that addresses institutional inequity?</li> <li>• Does it create or perpetuate inequities, stigma, or barriers for specific groups?</li> </ul>	<p>0 = Contributes or has no impact on structural inequity            1 = Has limited impact on structural inequity            2 = Decreases structural inequities            3 = Addresses structural inequity by correcting systemic and institutional harms</p>	
<p><b>TOTAL SCORE OUT OF 9</b></p>	<p><b>JEDI Impact Score:</b></p>	<p>___ / 9</p>

<p><i>For internal CAFP use only. Resolution ID:</i></p>
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