

3 Equity Questions

Adapted from the [GARE Racial Equity Toolkit](#) shared by the City of Minneapolis

The Tangletown Neighborhood Association adopted these three equity questions for explicit consideration of racial and economic equity in programs, policies, practices, and budgets.

1. How does this project proactively seek to eliminate economic and racial inequities and advance equity in Tangletown, and if applicable, broader Minneapolis?
2. What does this project or proposal have the ability to impact (see examples below**)?
3. Who will lead and inform this project? Who will benefit from or be burdened by this project? Are there potential unintended consequences?

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- Children and youth*
- Community engagement*
- Contracting equity*
- Criminal justice*
- Economic development*
- Education*
- Environment*
- Food access and affordability*
- Government practices*
- Health*
- Housing*
- Human services*
- Jobs*
- Planning and development*
- Transportation*
- Utilities*
- Workforce equity*

As a business practice, this tool should go hand in hand with TNA's Mission Statement. Are the decisions being made in keeping with the mission? Are the risks formally addressed? What are the intended and unintended consequences with any decision made? Is it equitable?

When to Implement the 3-Equity Questions Tool

- When seeking or receiving funding requests.
- When devising budgets.
- When making decisions and motions.
- When addressing new programs, policies, and practices.