State Policy Equity Audits to Identify & Address Racial Disparities

SHEEO Policy Conference 2022
Last year: With Lumina Foundation’s support, Ed Trust developed a draft framework for conducting state policy audits centering racial equity.

- Readiness & Audit Planning
- Collecting Data & Engaging Stakeholders
- Reporting Findings & Taking Action
Now: 1-year **pilot project** with **5 states** conducting **racial equity policy audits**, in different policy areas, focusing on different groups of students...

<table>
<thead>
<tr>
<th>State</th>
<th>Policy area(s)</th>
<th>Student population(s) of focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO</td>
<td>Transfer policy</td>
<td>BIPOC adult men</td>
</tr>
<tr>
<td>HI</td>
<td>Basic needs security, including SNAP* access &amp; campus supports</td>
<td>Native Hawaiian</td>
</tr>
<tr>
<td>KY</td>
<td>Basic needs security, including SNAP access &amp; campus supports</td>
<td>Black, Latinx, Native American, low-income, adult</td>
</tr>
<tr>
<td>LA</td>
<td>Financial aid (14 distinct programs)</td>
<td>Black, Latinx</td>
</tr>
<tr>
<td>MA</td>
<td>Comprehensive audit (all areas)</td>
<td>Black, Latinx, Indigenous, Asian</td>
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</tbody>
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*Federal Supplemental Nutrition Assistance Program
Discussion of state policy equity audits

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Activity: Turn to people near you and discuss ideas for a possible equity audit in your state...

• What’s a policy you’d like to audit for racial equity? Fill in the blanks:
  • How well does [policy X] work for [student group Y] in [state Z], and why?

• What quantitative data would you need, and how could you get it?
• How could you gather qualitative insights from relevant stakeholders?
• What challenges would you face?
• What resources would you need?
• How could equity audits become engrained in your agency’s culture?