ORANGE COUNTY

SOCIAL JUSTICE GOAL IMPACT REVIEW TOOL

FEBRUARY 2011

Introduction
On September 02, 2010, the Board of County Commissioners (BoCC) unanimously adopted the social justice goals outlined in the Orange County Social Justice Goal. The Social Justice Goal is intended to provide a framework for the BoCC and other County government employees, as well as local residents and other stakeholders to ensure that social justice is paramount in decision- and policy-making.

To ensure common understanding of what social justice is, the Orange County Human Relations Commission has defined social justice in Orange County as a community that actively seeks to eliminate oppression[1] and create equal opportunity; where individuals may sufficiently provide for their physical and mental needs and the needs of their dependents; where individuals live in physically and mentally safe communities; where the environment and economy are sustainable and where all are able to participate civically.

The **SOCIAL JUSTICE GOAL IMPACT REVIEW TOOL** (SJGIRT) is both a process and a tool to identify, evaluate, and communicate the potential impacts – both positive and negative – of a new Orange County policy, program, project, or the modification/revision to an existing policy, program, or project.
This SJGIRT has three (3) stages:

STAGE I   **What is the impact of the policy/program/project on the elements of social justice?**
The aim of the first stage is to determine whether the proposed policy, program, or project will have an impact on social justice or not.

STAGE II   **Assessment: Who is affected?**
This stage identifies who is likely to be affected by the policy/program/project.

STAGE III **IMPACT REVIEW**
The third stage involves identifying the impacts of the policy/program/project from a social justice perspective. The goal is to develop a list of likely impacts and actions to ensure that negative impacts are mitigated and positive impacts are enhanced.

In completing the SJGIRT, certain resources such as census data, GIS maps, department specific data, etc. may be used, *but not required*, to help you determine who may be impacted.

- [1] Oppression is the systemic and pervasive intentional or unintentional mistreatment of individuals in a disadvantaged group. Institutional imbalances in power contribute to this mistreatment.

Stage I: WHAT IS THE IMPACT OF THE POLICY/PROGRAM/PROJECT ON THE ELEMENTS OF SOCIAL JUSTICE?

TITLE OF POLICY/PROGRAM/PROJECT:

RESPONSIBLE DEPARTMENT:

A.   Describe the policy/program/project (include objectives, general geographic area of focus if applicable).

B.   What are the intended outcomes of this policy/program/project?

C.   Please check the elements of the social justice vision to determine how they apply to your policy/program/project. If your answer is none, then you are done.

☐   **Striving for the elimination of oppression and inequity** by creating an environment of equal opportunity in which no groups are targeted for harassment, exclusion, intimidation or violence.

☐   **Ensuring economic self-sufficiency** by fostering a sustainable community in which individuals can sufficiently provide for the physical, social, and mental needs of themselves and their dependents, and by providing safety net mechanisms for those who find themselves unable to do so.

☐   **Creating a safe community** by supporting policies, procedures, regulations, and programs that reduce harassment, exclusion, intimidation, and violence against Orange County residents.

☐   **Establishing sustainable and equitable land-use and environmental policies** by creating land-use policies that are fair, reasonable and in line with a sustainable economy.

☐   **Enabling full civic participation** by Orange County residents through the elimination of disparities in participation and the elimination of barriers to participation in government through voting and volunteering.

Stage II.   Who is likely to be affected by the proposed policy/program/project?

IF COUNTY-WIDE PROPOSALS: Identify population characteristics for the population most directly affected.

List the population group(s) positively or negatively affected by the proposed policy/program/project.

Proceed to Stage III

Stage II.   Who is likely to be affected by the proposed policy/program/project?

IF SPECIFIC GEOGRAPHIC AREA(S):   Identify the demographics of the area, particularly by race/ethnicity, income level and limited English proficiency.

If the policy/program/project targets a specific geographic area, provide information for why you selected this geographic area instead of other areas of the County.

Proceed to Stage III

Stage II.   Who is likely to be affected by the proposed policy/program/project?

IF CAPITAL PROJECT: Identify population characteristics for the population most directly affected or targeted by this policy/program/project.

For capital projects, will this proposed policy/program/project have a negative or positive impact on the surrounding community or increase the current burdens to that community? ☐ **YES** *or* ☐ **NO** If "*yes*," please describe.

Proceed to Stage III

Stage II.   Who is likely to be affected by the proposed policy/program/project?

IF SPECIAL POPULATION(S): Identify the demographics of the population, particularly by race/ethnicity, income level and limited English proficiency.

List the population group(s) positively or negatively affected by the proposed policy/program/project.

Proceed to Stage III

Stage II.   Who is likely to be affected by the proposed policy/program/project?

IF INTERNAL COUNTY PROPOSAL: Identify the department, division, or area of focus for the proposed policy/program/project and include employee characteristics.

List the population group(s) positively or negatively affected by the proposed policy/program/project.

Proceed to Stage III

Stage III: IMPACT REVIEW: OPPORTUNITIES FOR ACTION

Stage III involves identifying the impacts of the proposal from a social justice goal perspective. The goal is to develop a list of likely impacts and actions to ensure that negative impacts are mitigated and positive impacts are enhanced.

- What are the social justice impacts of this proposed policy/program/project?

- Does the proposed policy/program/project have a potentially positive social justice impact on a specific community or neighborhood?

- If a proposed policy/program/project has a negative social justice impact, is there an alternative that provides a less negative impact?

- If a proposed policy/program/project has a negative social justice impact, how can those negatively impacted have their concerns heard by the decision-makers?

This information may also be compiled by using the attached optional worksheet.

Reference: *KING COUNTY EQUITY IMPACT REVIEW TOOL: King County, Washington*

OPTIONAL WORKSHEET

(1) Population(s) Affected Disproportionately (populations from Stage II.B.1 list)	(2) Describe Potential Positive Impact (Beneficial)	(3) Describe Potential Negative Impact (Adverse)	(4) Actions to enhance positive or mitigate negative/other comments

Reference: *KING COUNTY EQUITY IMPACT REVIEW TOOL: King County, Washington*