



RACIAL IMPACT ASSESSMENT LENS

THE RACIAL IMPACT ASSESSMENT LENS (RIAL) IS A CUSTOM TOOL OF THE MARYLAND DEPARTMENT OF JUVENILE SERVICES. THE LENS GUIDES DJS LEADERS AND STAFF TO EXAMINE AND COUNTER ADVERSE IMPACT OF AGENCY POLICIES AND PROCEDURES ON YOUTH OF COLOR (YOC). THE LENS ALSO IDENTIFIES OPPORTUNITIES TO MEANINGFULLY ENGAGE KEY STAKEHOLDER GROUPS IN THE DEVELOPMENT AND MODIFICATION OF POLICIES AS A VALUE OF RACE EQUITY EFFORTS. THE DJS OFFICE OF EQUITY AND INCLUSION PROVIDES TECHNICAL ASSISTANCE AGENCYWIDE IN THE APPLICATION OF THE LENS.

POLICY/PROCEDURE: _____ **REVIEWER(S):** _____
STAFF LEAD: _____ **REVIEW DATE:** _____

PURPOSE: _____
DECISION POINT: _____
 (E.G., INTAKE, DETENTION, PROBATION, COMMITTED PLACEMENT, AFTERCARE, ETC.)

DECISION POINT RACIAL DATA: YOUTH OF COLOR¹ _____ % WHITE YOUTH _____ %

EQUITABLE IMPACT

DISRUPTS INEQUITIES IDENTIFY THE WAY(S) IN WHICH THE PROPOSED WILL OR CAN POTENTIALLY DISRUPT RACIALLY INEQUITABLE OUTCOMES. DESCRIBE ANTICIPATED CHALLENGES.	<input type="radio"/> YES <input type="radio"/> NO <input type="radio"/> POSSIBLE HOW?
ADVANCES BENEFITS IDENTIFY THE WAY(S) IN WHICH THE PROPOSED WILL OR CAN POTENTIALLY ADVANCE EXPLICIT BENEFITS FOR YOC. DESCRIBE ANTICIPATED CHALLENGES.	<input type="radio"/> YES <input type="radio"/> NO <input type="radio"/> POSSIBLE HOW?
MITIGATES SYSTEMIC HARM IDENTIFY THE WAY(S) IN WHICH THE PROPOSED WILL OR CAN POTENTIALLY MITIGATE SYSTEMIC HARMS TO YOC. DESCRIBE ANTICIPATED CHALLENGES.	<input type="radio"/> YES <input type="radio"/> NO <input type="radio"/> POSSIBLE HOW?
DISMANTLES BARRIERS IDENTIFY THE WAY(S) IN WHICH THE PROPOSED WILL OR CAN POTENTIALLY DISMANTLE BARRIERS TO YOC ACCESSING NEEDED RESOURCES. DESCRIBE ANTICIPATED CHALLENGES.	<input type="radio"/> YES <input type="radio"/> NO <input type="radio"/> POSSIBLE HOW?

INCLUSION OPPORTUNITIES

CHECK EACH KEY GROUP WHOSE INSIGHTS WERE GATHERED AND ADOPTED IN THE FORMATION OR MODIFICATION OF THIS PRODUCT. DESCRIBE HOW THAT INFORMATION IS REFLECTED IN THE PRODUCT OR WAYS IN WHICH INCLUSION COULD BE EXPANDED.		
DJS YOUTH	<input type="radio"/>	How?
DJS FAMILIES	<input type="radio"/>	How?
DJS STAFF/MANAGERS	<input type="radio"/>	How?
EXTERNAL PARTNERS	<input type="radio"/>	How?

¹ “YOC” is used throughout this document to refer to youth of color as a demographic group, which includes all youth who are documented in the DJS data system as races other than White.