

How We Plan & Evaluate Policies & Practices

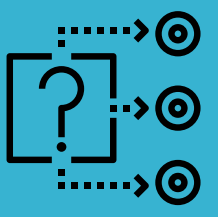
The HEEAP Sheet: Health, Equity, and Excellence in All Policies

The KEY THREE: If you have very little time, ask yourself these three questions:



- What are the impacts of the policy or practice?
- Who will benefit and who will be burdened?
- What are the strategies to lessen any unintended or negative consequences?

Always start with the desired *result* in mind. Then decide how you want to get there.



1. Identify Impacts

- What are the desired results you want in the community?
- What are the desired outcomes within the City of Red Wing organization?
- What is the policy or practice being considered to get to those results?
- What are all the things this proposal could have the ability to impact?



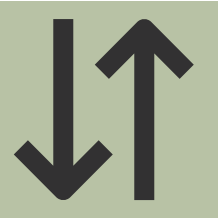
2. Collect & Analyze Data

- Will this impact a specific geographic area, neighborhood, or demographic?
- Do we have data on the area or the populations who may be most affected?
- Are there gaps in our data? How can we get better or updated data?
- Are there data on best practices or data that supports this proposal?



3. Engage the Residents Most Affected

- How have different populations been engaged? Can we expand that?
- How have we engaged the people most affected by the proposal/decision?
- What did we learn from that engagement? How will that affect this proposal?



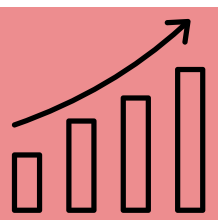
4. Consider Positive & Negative Consequences

- Who benefits and who is burdened by this proposal?
- What are the potential unintended negative consequences of this proposal?
- What are the strategies to eliminate or decrease those negative consequences?
- Could we engage community partners for more positive impact?



5. Plan How to Get Things Done

- What is the plan for implementing the proposal and is that plan realistic?
- Do you have the proper funding and staffing?
- Are there resources for continuing to collect data, communicate and report to the public, and engage the community? How can this be accomplished?



6. Document and Evaluate

- Ask and document: "How much did we do? How well did we do it? Are people better off? Are we achieving the anticipated outcomes?"
- What do we need to do differently to get better outcomes going forward?
- How can we build relationships & partner to ensure the work is sustainable?