



EQUITY AND WELLBEING IMPACT ASSESSMENT FOR [ENTER POLICY NAME]

Proponents of new or revised policies must complete an equity and wellbeing impact assessment to identify potential sources of systemic or institutional inequity affecting equity-deserving individuals or groups, and to consider the policy's impact on the health and wellbeing of both individuals and the broader Queen's community.

Equity and Wellbeing Impact Assessments should be undertaken by the unit responsible for the policy using resources including the [Okanagan Charter](#), [Campus Wellbeing Framework](#), and [existing policies](#) related to Indigeneity, equity, diversity, inclusion, accessibility, and anti-racism.

1. Please indicate the units/groups consulted during the development of this policy/procedure:

- ☐ Human Rights and Equity Office
- ☐ Office of Indigenous Initiatives
- ☐ Student Affairs
- ☐ Employee Wellness Services
- ☐ Employee Resource Groups
- ☐ Student Societies/Groups (indicate which: _____)
- ☐ Other

If you selected "other", please specify:

2. Please indicate which of the following equity-deserving populations have been identified as potentially affected by, or excluded from, this policy. (Policy developers

should assess which populations may be affected by, or excluded from, the provisions of the policy. It is important to reflect on the underlying reasons for these impacts and to identify any steps being taken to mitigate them.)

- ☐ Indigenous peoples
- ☐ Black persons
- ☐ Racialized persons
- ☐ Women
- ☐ Persons with disabilities
- ☐ 2SLGBTQ+ persons
- ☐ Low-income persons
- ☐ Persons from a religious minority
- ☐ Other

If you selected other, please specify:

If you were not able to identify any, please explain:

3. Does the policy use inclusive language (e.g. in relation to gender)?

☐ Yes

☐ No

If “no”, please explain:

4. What impact could this policy or procedure, or its implementation, have on the wellbeing of students, staff, and faculty? Consider physical, psychological, emotional, and social wellbeing, including how the policy may influence the creation or maintenance of a supportive, inclusive, and health-promoting environment.

Please describe the anticipated impact, if any:

[Type here]

What actions are being taken to enhance positive outcomes or mitigate negative consequences?

[Type here]

5. What impact could this policy, procedure, or its implementation have on equity-deserving populations? Consider improvements in access, participation, or opportunity; fair and consistent application of expectations or benefits; reduction or reinforcement of bias or exclusion; and/or chances to financial, administrative, or procedural burden.

If no actions are currently planned, please explain why.

[Type here]

6. Indicate how you will continue to monitor the ongoing implementation of the policy/procedure to ensure that the proposed mitigation measures, if applicable, are effective.

[Type here]

Please submit your final package to the Secretariat at policies@queensu.ca.