City of Toronto's Equity Lens Tool
Equity Impact Analysis

Author Name: **Name of Division/Agency:** **Proposal:** **Budget Form ID:**	

Equity-Seeking Groups	Needs, Barriers and Root Causes	Potential or Actual Impacts	Impact Level*	Intersectional Analysis
Women*				
Persons with Low Income*				
Immigrants, Refugees and Undocumented individuals				
Indigenous Peoples				
LGBTQ2S+				
Persons with Disabilities				
Racialized Group (Black)				
Racialized Group(s)				
Vulnerable Seniors				
Vulnerable Youth				

*Impact Levels

High positive – consequences that significantly address a major barrier, need or root cause of inequity and will have a significant and long-lasting impact on a large number of people in the impacted equity-seeking group

Medium positive – consequences that address a barrier faced by or need of an equity-seeking group and will have a measurable impact on people in the impacted equity-seeking group

Low positive – consequences that address a need of an equity-seeking group and will have a small impact on a small number of people in the impacted equity-seeking group

High negative – severe consequences that threaten basic needs from being met; high risk of violence or danger

Medium negative – serious consequences that undermine well-being, deny opportunities and useful services

Low negative – minor consequences that can be alleviated easily by impacted individuals

Equity Impact Statement

The [Name of Budget Proposal] budget proposal's overall impact is [Overall Impact]. [Community A]'s [Barrier 1] may be [negatively/positively] impacted. [Community A's "Potential or Actual Impacts" field]. An intersectional Analysis reveals that [Community A's "Intersectional Analysis field" field].

[Community B]'s [Barrier 1] and [Barrier 2] may be [negatively/positively] impacted. [Community B's "Potential or Actual Impacts" field]. An intersectional Analysis reveals that [Community B's "Intersectional Analysis field" field].