

**Reviewer Name:**

**Affiliation:**

**Date:**

**Policy Name:**

**Purpose and Intention of Rubric:**

The purpose is to evaluate the various policies of Mercy Volunteer Corps through a lens of diversity, equity, inclusion, and belonging. The rubric aims to be a starting point to create discussion around a specific policy, which will then be modified if necessary.

Each rubric statement is designed to look at a policy's impact and outcome on a scale of 1-3. If a policy does not apply to a rubric statement, please check N/A. Please include your thoughts and rationale for a particular rating in the comments section.

**Ranking Scale:**

(N/A) Stated metric does not apply for this specific policy

(1) The policy does not meet desired outcome

(2) The policy partially meets desired outcome, but does not completely

(3) The policy completely meets desired outcome

	N/A	1	2	3	Comments/Evidence/Notes
1. The policy's intended impacts and outcomes align with the <a href="#">mission and vision</a> of Mercy Volunteer Corps.					
2. There are clear and defined policy measures that support equitable outcomes for historically marginalized groups.					
3. Specific <a href="#">DEIB outcomes</a> are overtly named as goals of the policy.					

	N/A	1	2	3	Comments/Evidence/Notes
4. The policy explicitly accounts for potential harmful outcomes.					
5. The policy increases access and opportunity for under-represented groups <sup>1</sup> .					
6. The policy has a positive impact on equity, inclusion and full participation of all people.					
7. The policy protects against racial violence, racial profiling, gender inequities, and discrimination.					
8. The outcomes and impacts of the policy are similar across groups. No groups are specifically excluded from accessing the benefits of the policy.					
9. The policy contains clear language and specific examples of what it would mean to violate the policy.					
10. The policy uses inclusive, person-centered, gender neutral language.					

<sup>1</sup> Historically Underrepresented Groups for MVC include: Race, ethnicity, age, sexual orientation/gender identity, socioeconomic status, differently abled or neurodiverse populations

This rubric incorporates statements and principles from the [Rubric for Equity Policy Review at Fitchburg State University](#), [the Washington Race Equity & Justice Initiative from JustLead Washington](#), and [Applying an Equity Lens to Policy Review from Minnesota State Office of Equity and Inclusion](#).