

# Tradeoffs Analysis Tool for Rules and Policies

**STEP 1** Identify a specific rule or policy for discussion.

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**STEP 2** Identify the different groups who are or will be directly impacted by this rule or policy (child, family, other people important to the family, frontline worker, your agency, partner agency, etc.).

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**STEP 3** Bring representatives of those groups together for a conversation.

Try to have all impacted groups represented and consider the identities represented—race, gender, etc. The discussion is the most important part. It may not be possible to convene people. This exercise can be done in pieces, although concurrently is better. Have a copy of the Tradeoffs Analysis Tool included in this document for each stakeholder group.

**Be very clear on the non-negotiables and parameters around the rule or policy.** For example, if the rule or policy must stay the same and this process is only to mitigate tradeoffs against a backdrop of a hard-to-change statute/law, make sure people understand that before engaging in the process. Be clear that this information shouldn't affect the answers in Step 4, but it is important up-front to set expectations for what is possible in Step 5.

**STEP 4** Ask each stakeholder group to use the Tradeoffs Analysis Tool and discuss.

Have each stakeholder group (or individual if there is only one person from that group) examine the rule or policy using the Tradeoffs Analysis Tool included in this document. Ask them to review the document, item by item, discussing what the intended assets are, as well as the tradeoffs from their specific perspective. Capture notes about the discussion and all considerations.

**Each stakeholder group should complete an analysis using the Tradeoffs Analysis Tool included on the next page..**

# Tradeoffs Analysis Tool

Rule or Policy: \_\_\_\_\_

This rule or policy is intended to \_\_\_\_\_

If already in existence, this rule or policy was originally established to \_\_\_\_\_

My stakeholder group: \_\_\_\_\_

Area of analysis	In this area, what are the main gains/losses for your stakeholder group?	In this area, which group is most impacted or has the biggest lift (a more significant burden or hardship based on race, gender, sexual orientation, religion, documentation status, etc.)?
<b>SOCIAL CONNECTEDNESS</b> <ul style="list-style-type: none"> <li>• Connections to people who need you for support</li> <li>• Connections to people who you need for support</li> <li>• Sense of belonging</li> </ul>		
<b>SAFETY</b> <ul style="list-style-type: none"> <li>• Physical and emotional safety</li> <li>• Ability to be core identity (race, gender, sexual orientation, religion, etc.) without harm or humiliation</li> </ul>		
<b>STABILITY</b> <ul style="list-style-type: none"> <li>• Day-to-day predictability and routines</li> <li>• Familiarity of surroundings and expectations</li> <li>• Keep small things from setting off big problems</li> </ul>		
<b>MASTERY</b> <ul style="list-style-type: none"> <li>• Sense of control and choice</li> <li>• Purpose and influence</li> </ul>		
<b>MEANINGFUL ACCESS TO RELEVANT RESOURCES</b> <ul style="list-style-type: none"> <li>• Self-determination of what resources are needed</li> <li>• Accessible without shame, danger, or significant difficulty</li> </ul>		

Are there anticipated tradeoffs that will or do undermine the effectiveness of this rule or policy for your stakeholder group?

\_\_\_\_\_

Are there tradeoffs that are greater for one demographic than others? If so, what are they?

\_\_\_\_\_

**Be careful about discounting or dismissing other people's tradeoffs.**

## STEP 5

### Discuss findings as a whole group, taking notes on the conversation.

Identify ways to address the biggest tradeoffs using the questions below. Look at the intended impact of the systemic structure. Considering information captured from stakeholder groups, how well does this rule or policy achieve the intended impact?

What are the significant anticipated tradeoffs? Who has the biggest lift in this rule or policy – which stakeholder group or demographic is more adversely impacted or experiences a more significant burden or hardship? Or alternatively, which group receives a benefit greater than others?

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How can the rule or policy be amended to address the most significant tradeoffs (which might include not implementing the rule or policy)? Depending on the mitigation, you may need to reevaluate the new proposal to make sure that what's made it worth it for one group now doesn't make tradeoffs unsustainable for another.

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What is the process for monitoring tradeoffs during implementation? How will you know and how will information be shared? Be sure to include stakeholders in this piece, as well. At minimum, to explain decisions and ideally, to help shape the process.

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