**Schwartz Rounds® Equity Impact Assessment Tool**

The Schwartz Rounds program provides Schwartz Center member organizations with a structured interprofessional forum for discussion about social-emotional experiences of caregiving. If your team would like to center a Schwartz Rounds on diversity, equity, and inclusion, we encourage you to use this Schwartz Rounds Equity Impact Assessment Tool (EIAT) to help guide your planning.

The Schwartz Rounds EIAT is one way that your team can assess the impact of your chosen topic and support efforts to prevent the marginalization and tokenization of specific team members during Rounds. With your Schwartz Rounds Planning Committee, please complete the assessment to identify opportunities and gaps in your planning. This is for internal use and should not be returned to the Schwartz Center.

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| **Has your Schwartz Rounds Committee engaged with existing diversity, equity, and/or inclusion teams at your organization?** |
| **If the proposed Rounds topic focuses on the experience of any marginalized identities, were individual who claim those marginalized identities involved in selecting this topic?** |
| **Will this topic center or prioritize the voices of people who represent the marginalized identities?** |
| **Does your Schwartz Rounds Leadership Team have Facilitators and/or Co-Facilitators with experience leading conversations about marginalization and/or racism?** |
| **Schwartz Rounds typically encourage the consideration of multiple viewpoints. How will you center or prioritize the voices, experiences, and viewpoints of participants who claim marginalized identities?** |
| **Schwartz Rounds session open with stories shared by panelists. How will you correct for or avoid the tokenization of panelists who claim marginalized identities?** |
| **Who will benefit from the conversation? Will participants who claim marginalized identities benefit?** |
| **Who might be harmed in the conversation? Will participants who claim marginalized identities feel harm?** |
| **Based on your answers to the questions above, do you need to reframe your Schwartz Rounds topic?** |

*Please contact your Member Experience Advisor if you have questions about how to use this tool.*

**Definitions**

**Marginalization:** Treating a person or a group of people as insignificant or keeping them at the periphery.

**Tokenization:** Treating one or a few members of an underrepresented group as a symbol for all members of that group.