Dignity Impact Assessment (DIA)

Impact assessments (IA) are commonly used tools in policy development and major investment decisions. However, they rarely assess how such decisions affect human dignity. At the same time, IAs are often already complex and time-consuming.

Rather than introducing a separate, standalone dignity IA, a more practical approach is to develop a **concise dignity module** that can be integrated into existing IA processes.

This module consists of **seven dignity-related questions**, covering the key ways policies can either enhance or undermine dignity.

For question including two options only one needs to be answered.

Short, clear responses are sufficient.

Q: Will this take long to complete for someone already conducting an IA (e.g., for cost-effectiveness)?

A: No. This module is intentionally brief, human-centred, and designed to complement, not duplicate, other assessments. For someone familiar with the policy, it can be completed in 15–30 minutes.

DIA Module – 7 Questions

1. **Respect & Recognition**

   • Will anyone feel unseen or disrespected by this policy?

   OR

   • Does it treat people as full human beings, not just problems or data points?

2. **Avoiding Harm**

   • Could this policy unintentionally cause shame or loss of self-respect?

   OR

   • Would I feel respected if I were affected by this decision?

3. **Meaning & Purpose**

   • Does this help people feel useful and valued, or does it create dependency or passivity?

4. **Voice & Control**

   • Have we listened to those most affected by this policy?

   OR

   • Does it give people more control over their lives?

5. **Connection & Belonging**

   • Does this foster connection and trust among people, or create division and isolation?

6. **Identity & Worth**

   • What message does this policy send about people's identity and value?

   OR

   • Does it affirm their humanity or reduce them to stereotypes?

7. **Language & Narrative**

   • Does the language of this policy affirm the dignity and humanity of those affected?

   OR

   • Could the language reinforce stigma, stereotypes, or division—even if the policy content is inclusive?