

Racial Equity Toolkit: An Opportunity to Operationalize Equity

Government Alliance on Race and Equity (October, 2015): http://racialequityalliance.org/newsite/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

The Racial Equity Tool is a simple set of questions:

1. **Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What's the data? What does the data tell us?
3. **Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation?
6. **Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

Racial Equity Impact Analysis: Assessing Policies, Programs, and Practices

Annie E. Casey Foundation (2006): <http://www.aecf.org/m/resourcedoc/aecf-racialequityimpactanalysis-2006.pdf>

Answer the following Five-Question Equity Analysis:

1. Who are the racial/ethnic groups in the area? For this policy/program/practice, what results are desired, and how will each group be affected?
2. Do current disparities exist by race/ethnicity around this issue or closely related ones? How did they get that way? If disparities exist, how will they be affected by this policy/program/practice?
3. For this policy/program/practice, what strategies are being used, and how will they be perceived by each group?
4. Are the voices of all groups affected by the action at the table?
5. Do the answers to #1 through #4 work to close the gaps in racial disparities in culturally appropriate, inclusive ways? If not, how should the policy/program/practice be revised? If so, how can the policy/program/practice be documented in order to offer a model for others?

Racial Equity Impact Assessment Toolkit

Race Forward (2009):

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

1. IDENTIFYING STAKEHOLDERS: Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal?
2. ENGAGING STAKEHOLDERS: Have stakeholders from different racial/ethnic groups— especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this proposal? Who’s missing and how can they be engaged?
3. IDENTIFYING AND DOCUMENTING RACIAL INEQUITIES: Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address? How are they affected differently? What quantitative and qualitative evidence of inequality exists? What evidence is missing or needed?
4. EXAMINING THE CAUSES: What factors may be producing and perpetuating racial inequities associated with this issue? How did the inequities arise? Are they expanding or narrowing? Does the proposal address root causes? If not, how could it?
5. CLARIFYING THE PURPOSE: What does the proposal seek to accomplish? Will it reduce disparities or discrimination?
6. CONSIDERING ADVERSE IMPACTS: What adverse impacts or unintended consequences could result from this policy? Which racial/ethnic groups could be negatively affected? How could adverse impacts be prevented or minimized?
7. ADVANCING EQUITABLE IMPACTS: What positive impacts on equality and inclusion, if any, could result from this proposal? Which racial/ethnic groups could benefit? Are there further ways to maximize equitable opportunities and impacts?
8. EXAMINING ALTERNATIVES OR IMPROVEMENTS: Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?
9. ENSURING VIABILITY AND SUSTAINABILITY: Is the proposal realistic, adequately funded, with mechanisms to ensure successful implementation and enforcement? Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?
10. IDENTIFYING SUCCESS INDICATORS: What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?

Racial Equity Impact Assessments Pocket Guide

Voices for Racial Justice

<http://voicesforracialjustice.org/wp-content/uploads/2014/10/2015-REIA-Pocket-Guide.pdf>

The Racial Equity Impact Assessment helps leaders and communities make better policy decisions by asking key questions before adopting and implementing a new policy. This analysis on the front end reveals the possibility of unintended consequences that would worsen disparities, as well as highlights the positive equity changes that can result. Apply this assessment to any policy, even if it appears race neutral, as a way to ensure that racial disparities are not exacerbated and that racial equity remains a core institutional goal.

1. Who is most impacted? Engage those specific communities in the analysis.
2. What disparity is being addressed? Identify any current disparity and name the racial equity purpose of the policy, if any. Are there potential negative impacts? If so, adjust the policy to achieve a more equitable outcome.
3. How would the proposed policy change the situation? Explain what the proposal seeks to accomplish and assess whether the policy can achieve any identified equity goals.
4. Are there potential negative impacts? If so, adjust the policy to achieve a more equitable outcome.
5. Can the policy be sustainably successful? Ensure that adequate funding, implementation strategies, and accountability mechanisms are in place.

Racial Equity Toolkit: Implementing Greenlining's Racial Equity Framework

Greenlining The Institute:

<http://greenlining.org/wp-content/uploads/2013/07/GLI-REF-Toolkit.pdf>

Guiding Questions of the racial equity framework, which focused on six broad areas:

1. Gathering Information
2. Engaging Stakeholders
3. Identifying Policy Holes
4. Filling in the Holes
5. Examining Sustainability
6. Evaluation