
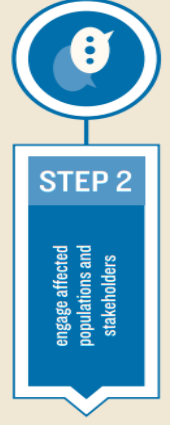

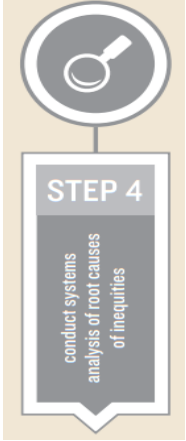

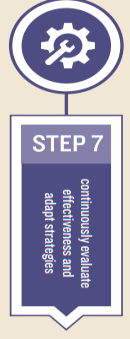


Race, Ethnic Equity & Inclusion Action Step	Competency Indicators	Key Indicators of Readiness	Webinars/Video clips	Tools & Publications
 <p>Establishing shared understanding of race equity concepts, principles, shared vision and language</p>	<p>Knowledge of Equity: Staff and Leadership command a working knowledge of common racial and ethnic equity concepts such as structural and institutional racism, diversity, equity, and how history and root causes of these ideas affect their community/field.</p> <ul style="list-style-type: none"> Stakeholders understand key terms and concepts of racial equity including the ability to explain difference between equity and equality and the appropriate use of equity terms such as structural versus institutional racism Organization/collaborative has established mutually agreed upon language to define their racial equity work Shared values regarding racial equity, shared understanding of the problem have been defined A vision for racial equity work has been established Success has been defined Discussions grounded in racial and ethnic equity and inclusion occur regularly 	<ul style="list-style-type: none"> Desire to learn more about race equity and how it relates to their work Must have explicit commitment to racial equity as central to the mission of the organization and/or body of work 	<ul style="list-style-type: none"> A Brief History of White Privilege, Racism and Oppression in America - Legalize Democracy Targeted Universalism - john powell Putting Racism on the Table - Washington Area Grantmakers 	<ul style="list-style-type: none"> 2017 Race for Results: Building a Path to Opportunity for All Children Race Equity and Inclusion Action Guide: 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization Race for Results Case Studies

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 <p>Engaging Impacted Stakeholders</p>	<p>Engage Diverse Stakeholders: Staff and Leadership authentically engage a diverse set of stakeholders to improve outcomes for children and families.</p> <ul style="list-style-type: none"> Knowledge of best practice in engaging and partnering with affected populations There is an advisory group that reflects affected community/population demographics providing input to programmatic work Input from affected communities is sought for design and development of new policies, strategies and solutions A strategy for partnering with affected community for long-term positive change exists Clear and transparent communication with affected communities is maintained as policies, strategies and solutions are implemented 	<ul style="list-style-type: none"> Must have sufficient skill in core concepts and shared language Must have explicit commitment to racial equity as central to body of work Must identify why community is being sought, why now, and to what end? Political will and leadership to implement community partnership 	<ul style="list-style-type: none"> Community and Stakeholder Engagement Done Right Webinar 	<ul style="list-style-type: none"> It's Time to Talk: How to Start Conversations About Racial Inequities - Annie E. Casey Foundation Authentic Community Engagement: A Key To Racial Equity – Voices for Racial Justice

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 <p>STEP 3 gather and analyze disaggregated data</p> <p>Gathering and analyzing disaggregated data</p>	<ul style="list-style-type: none"> Knowledge of the need and purpose for disaggregated data to conduct root cause analysis Racially/ethnically disaggregated data is used regularly to inform policies, strategies, solutions Target populations have been identified for the area of work Racial and ethnic data is used to track progress and results Racially and ethnically disaggregated data is used to evaluate effectiveness and adapt policies, strategies and solutions 	<ul style="list-style-type: none"> Must have sufficient skill in core concepts and shared language (orientation steps complete) Must have explicit commitment to racial equity as central to body of work Commitment to engage impacted communities of color in the process Must have data development plan in place to demonstrate the potential to collect disaggregated data 	<ul style="list-style-type: none"> By the Numbers: Disaggregating Data: Part One Webinar By the Numbers: Disaggregating Data: Part Two Webinar National Equity Atlas – PolicyLink Assessing Data About Immigrant Families Webinar 	<p>By The Numbers: A Race for Results Case Study: Using Disaggregated Data to Inform Policies, Practices and Decision-making – Annie E. Casey Foundation</p>
 <p>STEP 4 conduct systems analysis of root causes of inequities</p>	<p>Knowledge of Equity: Staff and Leadership command a working knowledge of common racial and ethnic equity concepts such as structural and institutional racism, diversity, equity, and how history and root causes of these ideas affect their community/field.</p> <ul style="list-style-type: none"> Root cause or factor analysis has been conducted to understand drivers influencing racial inequities for the affected community/populations Particular system/organization and/or place based conditions, decision points, particular 	<ul style="list-style-type: none"> Must have sufficient skill in core concepts and shared language Must have explicit commitment to racial equity as central to body of work Commitment to engage impacted communities of color in the process Must have disaggregated data to work with Clarity for purpose of root cause analysis – what is the problem to solve? 	<ul style="list-style-type: none"> Root Causes Analysis Webinar 	<p>The Racial Wealth Audit™ -The IASP and Dēmos Partnership</p>

<p>Conducting root cause analysis of inequities</p>	<p>policies and/or practices have been identified as key to driving inequities</p> <ul style="list-style-type: none"> ▪ Impacted communities have been core to understanding and analyzing drivers to inequities 			
 <p>Conducting racial equity impact assessments for policies and decision making</p>	<p>Racial Equity Impact Assessment is applied prior to implementation of new policies/solutions/programs</p> <ol style="list-style-type: none"> 1. All racial and ethnic groups that are affected by the policy, practice or decisions are at the table 2. The impact of the proposed policy, practice or decision's effect on each group has been evaluated 3. How will the proposed policy, practice or decision will be perceived by each group has been assessed 4. The policy, practice or decision's impact to worsening or ignoring existing disparities has been assessed 5. Revisions to the policy, practice or decision have been made based on the assessment information 	<ul style="list-style-type: none"> ▪ Completion of steps 1-5 ▪ Leadership support/political will to advance racial equity agenda ▪ Community partners engaged and included in the process 	<ul style="list-style-type: none"> ▪ Racial Equity Impact Analysis Applied Webinar 	<ul style="list-style-type: none"> ▪ Tools for Thought – Field Examples of the Use and Impact of Racial Equity Impact Assessments - Annie E. Casey Foundation

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 <p>Equitable Evaluation</p>	<p>Process Evaluation: Staff, Leadership and Board engage in a process to evaluate both successes and failures to support organizational learning.</p> <ul style="list-style-type: none"> Racially and ethnically disaggregated data is used to evaluate effectiveness and adapt policies, strategies and solutions held within the REI Plan 	<ul style="list-style-type: none"> Willing to establish performance measures for each equity strategy Willing to establish a system for collecting data Willing to take the time to analyze findings and make ongoing corrections. 	<ul style="list-style-type: none"> Equitable Evaluation webinar (coming) 	<ul style="list-style-type: none"> Equitable Evaluation- Luminare, Center for Evaluation Innovation and Johnson Center
<p>Leading for Equity</p>	<p>Inclusive Planning Staff, Leadership and Board demonstrate a commitment to understanding and addressing racial and ethnic disparities impacting the populations they serve in goal-setting and decision-making.</p> <p>Equity Guidance Capability: Staff has the capability to provide guidance around equity, diversity, and inclusion to others in the field</p>	<ul style="list-style-type: none"> Leader can articulate business case for equity Leader is willing to take on adaptive work Leader is willing to make space for others/people of color to lead Leader is willing to learn Leader is willing to build new partnerships 		<ul style="list-style-type: none"> Leadership and Race: How to Develop and Support Leadership that Contributes to Racial Justice - Leadership Learning Community White Privilege: Unpacking the Invisible Knapsack – Peggy McIntosh, YWCA
<p>Operationalizing Equity Within the Organization</p>	<p>Organizational Values: Leadership and Staff intentionally build a positive and productive organizational culture (i.e., values, norms and behaviors) that emphasizes learning, collaboration, diversity and inclusion, and open communication.</p> <p>Board Diversity: Leadership and Board evaluate, discuss, and develop plans to achieve a</p>	<ul style="list-style-type: none"> Leadership committed and willing to push for racial equity 	<ul style="list-style-type: none"> Getting Your Own House in Order Webinar 	<ul style="list-style-type: none"> Operationalizing Equity: Putting the Annie E. Casey Foundation's Racial and Ethnic Equity and Inclusion Framework into Action Racial Equity Toolkit: An Opportunity to Operationalize Equity - Government Alliance for Race Equity

	composition of Board members that represents a diversity of geography, race and ethnicity, age, gender, sexual orientation, and socioeconomic status.			<ul style="list-style-type: none"> ▪ Organization Assessment Tool for Racial Equity - Coalition of Communities of Color ▪ Diversifying Grantees and Consultants for More Equitable Results – Annie E. Casey Foundation
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Advancing an Equity Policy Agenda	<p>Inclusive Programming: Staff advocates for policy and strategies to address racial and ethnic equity as it relates to the organization's mission and goals.</p>	<ul style="list-style-type: none"> ▪ Ability to use disaggregated data to conduct root cause analysis ▪ Ability to begin engagement process with affected populations <p>Clear REI Goal/s – example:</p> <ul style="list-style-type: none"> • Equity work targets furthering equity policy agenda development • Agenda to transform safety net system, and/or • Develop equity centered community development plan or programs 	<ul style="list-style-type: none"> ▪ Targeted Universalism - john powell ▪ Families in the Balance: Policy and Immigrant Families - Webinar ▪ Manuel Pastor – include podcast with Lisa H 	<ul style="list-style-type: none"> ▪ GEAR: Getting Equity Policy Results – PolicyLink ▪ Bridging the Racial Generation Gap Is Key to America's Economic Future - Manuel Pastor
Strategic Equity Informed Communication	<p>Communicating Data: Data is used to communicate information about community conditions affecting policy well-being and is disaggregated by race and other relevant demographic variables to key audiences.</p> <p>Framing Disparities Data: Data that shows disparities across groups is framed in an appropriate context so that it does not reinforce negative</p>	<ul style="list-style-type: none"> ▪ Clarity of equity goals ▪ Clarity of audiences ▪ Clarity of solutions or potential solutions ▪ Partnerships with impacted populations for messaging development 	<ul style="list-style-type: none"> ▪ How to Frame Messages and Talk about Children in Immigrant Families 	<ul style="list-style-type: none"> ▪ Social Justice Phrase Guide - Opportunity Agenda & Advancement Project ▪ Talking About Race- Center for Social Inclusion ▪ Ten Lessons for Talking About Race, Racism and Racial Justice - Opportunity Agenda

	<p>stereotypes related to race and ethnicity.</p> <ul style="list-style-type: none"> ▪ Communications address race rather than avoid it ▪ Lead with values/shared interests across groups ▪ State race related problems explicitly ▪ End with a solution 			
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