**Homework for Video 4**

Using an Equity Lens in Your Work: Implementing Racial Equity Tools

**Objectives**

Participants will:

1. Learn about a Racial Equity Tool and how it can be applied;
2. Hear examples from local sustainability leaders who are promoting racial justice solutions by using racial equity tools;
3. Gain an increased understanding of key questions for addressing inequities; and
4. Learn about challenges to using a racial equity tool and how to address them.

**Name**

1. Watch Video 4

[ ]  I watched the video [ ]  Even better, I watched the video with colleagues

1. Identify a policy or program development or budget decision you are currently working on for which you want to address racial equity.
2. Review the Racial Equity Tool in the Appendix and think about whether you have already integrated the six key questions/steps into your plan for policy or program development or budget decision.
* Which of the six questions/steps have you already integrated into your plan for policy or program development or your budget decision?

* What more could you integrate into your decision from the racial equity tool?
1. What are the opportunities to embed a Racial Equity Tool into on-going organizational decisions?

**Appendix. Racial Equity Toolkit:**

**An Opportunity to Operationalize Equity**

**worksheet**

**Step #1 –** What is your proposal and the desired results and outcomes?

1. Describe the policy, program, practice or budget decision (for the sake of brevity, we refer to this as a “proposal” in the remainder of these steps)
2. What are the intended results (in the community) and outcomes (within your own organization)?
3. What does this proposal have an ability to impact?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Children and youth |  | Health |
|  | Community engagement |  | Housing |
|  | Contracting equity |  | Human services |
|  | Criminal justice |  | Jobs |
|  | Economic development |  | Parks and recreation |
|  | Education |  | Planning / development |
|  | Environment |  | Transportation |
|  | Food access and affordability |  | Utilities |
|  | Government practices |  | Workforce equity |
|  |  |  | Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

**Step #2 –** What’s the data? What does the data tell us?

1. Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?
2. What does population level data, including quantitative and qualitative data, tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
3. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies.
4. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data?

**Step #3** – How have communities been engaged? Are there opportunities to expand engagement?

1. Who are the most affected community members who are concerned with or have experience related to this proposal? How have you involved these community members in the development of this proposal?
2. What has your engagement process told you about the burdens or benefits for different groups?
3. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

**Step #4** – What are your strategies for advancing racial equity?

1. Given what you have learned from research and stakeholder involvement, how will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?
2. What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
3. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?
4. Are the impacts aligned with your community outcomes defined in Step #1?

**Step #5 –** What is your plan for implementation?

1. Describe your plan for implementation.
2. Is your plan:
* Realistic?
* Adequately funded?
* Adequately resourced with personnel?
* Adequately resources with mechanisms to ensure successful implementation and enforcement?
* Adequately resourced to ensure on-going data collection, public reporting, and community engagement?

If the answer to any of these questions is no, what resources or actions are needed?

**Step** **#6** – How will you ensure accountability, communicate, and evaluate results?

1. How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
2. What are your messages and communication strategies that are will help advance racial equity?
3. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long-haul?