

RACIAL EQUITY EVALUATION TOOL

It is no secret the environment is in trouble. Sea levels are dangerously rising, we are seeing more extreme weather events, and there is no way to recycle or plant enough trees out of the mess. Too many environmental justice conversations are led by historically white led organizations (including city government) with their actions focused on solutions for white people or things done to, or for, communities of color. If we are to make a dent in the environment crisis we must include and shift practices to share decision-making power with communities of color. Environmental solutions cannot be solely focused on what dominate culture wants, but must include communities of color

The purpose of this interactive tool is to assist cities and departments or organizations in embedding racial equity as the foundation of climate adaptation planning. The tool builds on a past project that evaluated a community-driven planning pilot project conducted by the City of Seattle Office of Sustainability. It has been funded by the City of Seattle Office of Sustainability and Environment and the Urban Sustainability Directors Network.

Please remember tools are not magical. Using a tool does not ensure racially equitable results or organizational transformation. The tools help us to slow down, be more explicit, brave, and intentional in challenging racism and in our pursuit of fairness and justice for every member of our community. Continued hard work is needed to implement ideas with fidelity and with intentionality of power-sharing with communities of color. We cannot be complicit in our work around the environment and working to achieve racial equity.

DEFINING RACIAL EQUITY (taken from Racial Equity Tools, 2017):

- *Is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. [Equity is the **outcome**, NOT just access to opportunity. Racial Equity is the elimination of race as a predictor of a person living near polluted air, water, and soil.]*
- *When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation.*
- *This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.*

ROADMAP:

Phase I – Are you ready?

- Overview and Instructions
- Domain Assessment
- Overall Visual Picture of Readiness

Phase II - Assessing Racialized Power

- Overview and Instructions
- Mapping Racialized Power Chart
- Chart Your Practices, Strategies, & Actions
- Interactive Method for Using the Mapping Chart
- Short Survey Template

RACIAL EQUITY EVALUATION TOOL

Phase I: Are You Ready?

Community-driven climate resilience planning is defined as a planning process where community members most impacted by racism, classism, pollution, and political disenfranchisement hold power in the planning processes that produce strategies centered on their priorities and concerns and resulting in racially equitable outcomes. (Movement Strategy Center & Equity Matters Mini-Evaluation).

PHASE I TOOL PURPOSE

An Interactive & Visual Tool To Assess Your Organizational (Departmental) Readiness for Racially Equitable Climate Preparedness Planning

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INSTRUCTIONS

1. Consult with **local communities of color (COC)** **most disproportionately impacted by climate change** to assess Domain I. This group should be larger than the internal team doing the assessment and made up of people of color with lower incomes **most directly impacted** (not agency staff or advocates). Provide financial compensation to people for their time and insights, and let them know how and when you will follow up.
2. As an internal team, individually rate the current organizational (departmental) readiness in Domains 2 – 4. Using the rating scale below (red, orange, yellow, green). Note, when the internal team is **not different** than the COC group, we will be much closer to racial equity. If community members are a part of this internal process, be sure to design it to ensure their voices will be heard and to address inherent power dynamics.
3. Discuss the individual results as a group and come up with a master **color coded visual** for Phase I. Use a race-conscious lens, pay attention to who is giving feedback. Separate the feedback from people of color and from white people, look for similarities and differences.
4. Commit to next steps based on the current assessment and 'result recommendations' below. Identify what you plan and commit to doing differently based on the assessment.
5. Follow up with the COC group, and let them know what you plan to do differently moving forward.

RATING SCALE

RED No Action **ORANGE** Some Action **YELLOW** Moderate Action **GREEN** Significant Action

RESULT RECOMMENDATIONS

MOSTLY RED	MOSTLY ORANGE	MOSTLY YELLOW	MOSTLY GREEN
<p>STOP! REGROUP! Risk of Intensifying Structural Racism.</p> <p>This is especially important if the COC group (or Staff of Color) rating is red, proceeding without making changes will increase mistrust and demonstrate privilege, power, and institutional racism. Changes in actions should be based on input from the COC group. This is the first step to building trust.</p>	<p>PROCEED WITH CAUTION Risk of Fakeequity* Ahead!</p> <p>Pay attention to areas that are red needing extra attention, resources, or time to slow down before moving ahead.</p> <p><i>*Fakequity: Fake equity, shows up as all equity talk, but no real different actions. Learn more at www.fakequity.com.</i></p>	<p>PROCEED WITH CAUTION Risk of Fakeequity* Ahead!</p> <p>Pay attention to areas that are red or orange needing extra attention, resources, or time to slow down before moving ahead.</p> <p><i>*Fakequity: Fake equity, shows up as all equity talk, but no real different actions. Learn more at www.fakequity.com.</i></p>	<p>PROCEED WITH ATTENTION Remember this is a Journey!</p> <p>If the ratings are mostly green, then the COC group should be integrated into the internal team. Be proud of the work done, and take the opportunity to focus on the intersections of race <u>and</u> other identities. There is always more work to do.</p>

RACIAL EQUITY EVALUATION TOOL

DOMAIN 1: CENTERING

Local Communities of Color (COC) **Most Disproportionately Impacted** by Climate Change:

We are confident that our voices, perspectives, needs, and strengths will be heard and integrated into the climate resilience planning processes and strategies.

Local COC should come up with actions they believe are important in an assessment of the City. They might choose specific actions from domains 2 – 4, or identify other actions (consider transparency, power sharing, partnering, clarity of purpose, lifting up community leadership, community-driven capacity building, etc.) that are priorities. Remember to compensate community members for their time, and look for engagement with diverse representation from different COC (by class, geography, language, etc.). Consider doing this domain with multiple groups, with a community facilitator and without the presence of City Staff (to address power dynamics).

Has the City/County taken actions to (check the relevant scale for each question)?

	R	O	Y	G
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Reflections:

DOMAIN 2: PURPOSE & DESIRE

Does the City have the will and determination to address the disproportionate impact of racism on local communities of color and do what it takes to ensure COC are true partners in the climate resilience planning process?

Have we taken actions to (check the relevant scale for each question)?

	R	O	Y	G
1. Reflect as individuals to understand our connections (both personal & professional) to racism.				
2. Learn and continue learning about how individual privilege and power plays out in our personal and professional worlds.				
3. Identify a clear purpose for partnering with COC and engaging in racial equity (anti-racism) work.				
4. Define a “community-driven planning process,” including clearly distinguishing racial equity (addressing systemic racism) from inclusion and engagement (access to current systems which uphold/default to disproportionate outcomes by race).				
5. Ensure our commitment to being flexible in our process, including slowing down or moving at the speed the community desires.				
6. Ensure we are explicit about race and the impacts of racism.				
7. Assess and connect COC’s leadership, wisdom, strengths, challenges, level of trust, and historical trauma to the current planning process.				
8. Build internal capacity to deal with discomfort and resistance to addressing systemic racism outside of the community process (without putting this extra burden on community members).				
9. Ensure leadership (people with the ultimate decision-making power) is committed to doing what it takes to ensure COC are equal partners in the climate resilience planning process.				
10. Embed racial equity into broader organizational priorities and practices, including plans for long-term investment/dedication to COC.				

Reflections:

RACIAL EQUITY EVALUATION TOOL

DOMAIN 3: SKILLS, PRACTICES, & RESOURCES

Does the City have the individual skills, organizational practices, and appropriate resource allocations to do what it takes to ensure COC are equal partners in the climate resilience planning process?

Have we taken actions to (check the relevant scale for each question)?

	R	O	Y	G
1. Ensure all team members understand race as a social construction and an understanding that racism is a product of structural and organizational policies and practices.				
2. Create systems of transparency throughout the planning process; keeping local COC informed, engaged, and in partnership.				
3. Identify exposure that has been informed by scientific projections <u>and</u> interpreted and informed by COC. Have COC helped to define the problem and issues?				
4. Understand the underlying causes of disproportionate climate vulnerability through a racial equity lens, including centering COC voices and perspectives of root causes				
5. Use a race-conscious analysis (to notice if the community is the lead and has power and control) in our data collection, community engagement efforts, contractor and vendor utilization, and partnerships.				
6. Identify and put in place “centering” strategies, using procedural equity practices, that allow COC to easily and comfortably participate in the climate resilience planning process (or is it only easy and comfortable for the City).				
7. Create organizational practices that ensure COC most disproportionately impacted by climate change hold real decision-making power in every step of our planning process.				
8. Ensure our budget has allocated the appropriate resources (time and money) to do what it takes to ensure COC are true partners in the climate resilience planning process.				
9. Ensure our budget fairly compensates COC for their time and insight.				

Reflections:

DOMAIN 4: RELATIONSHIPS & TRUST

Does the City have current relationships and trust built with COC that allow for true partnerships in the climate resilience planning process?

Have we taken actions to (check the relevant scale for each question)?

	R	O	Y	G
1. Identify and build relationships with local COC most disproportionately impacted by climate change? Have these actions resulted in authentic relationships?				
2. Allow for interactions with COC focused on listening, relationship building, <u>and</u> COC priority setting. Have these interactions resulted in new or changed priorities?				
3. Engage in explicit conversations and work being done to address mistrust or trust gaps. Have these actions resulted in greater trust?				
4. Learn about grassroots work, organizing, framing, research, and leadership development that is already happening in COC around climate resilience. Have these actions resulted in greater resources and visibility for the work already being done in COC?				

Reflections:

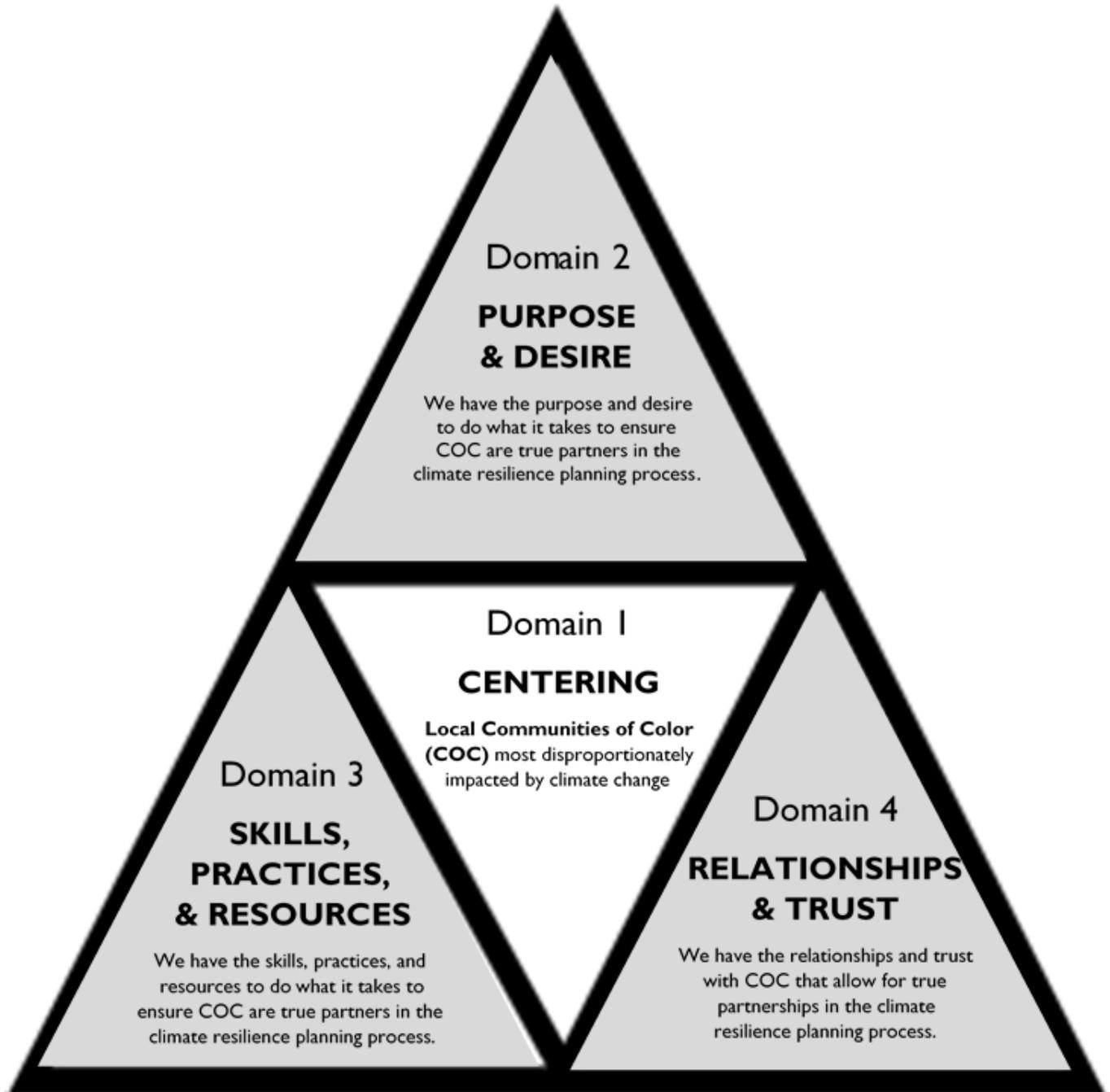
RACIAL EQUITY EVALUATION TOOL

Overall Visual Picture of Readiness

Color each domain **red**, **orange**, **yellow** or **green** based on the ratings on page 3 and 4.

Then revisit the “results recommendations” section on page 2.

Statements in the graphic represent a “green” rating; our ideal goal.



RACIAL EQUITY EVALUATION TOOL

Phase 2: Assessing Racialized Power

Community-driven climate resilience planning is defined as a planning process where community members most impacted by racism, classism, pollution, and political disenfranchisement hold power in the planning processes that produce strategies centered on their priorities and concerns and resulting in racially equitable outcomes. (Movement Strategy Center & Equity Matters Mini-Evaluation).

PHASE 2 TOOL PURPOSE

An Interactive Tool to Assess Racialized Power in Your Climate Preparedness Planning

This phase of the tool is designed to be used throughout the planning process to assess and provide insight into areas for changes or enhancement. Early usage of the tool, in the pre-planning stages, can help inform a more effective process from the start. Participants chart real actions into four quadrants – business as usual, access and inclusion, programmatic racial equity, and structural racial equity.

Please remember tools are not magical. Using a tool does not ensure racially equitable results or organizational transformation, but tools do help us to slow down, be more explicit, brave, and intentional in challenging racism and in our pursuit of fairness and justice for every member of our community.

INSTRUCTIONS

Be sure your group can identify who the **local communities of color (COC) most disproportionately impacted by climate change** are, so you can properly assess for their comfort and control in the process.

1. Bring together the planning team, and consult with some members of COC most directly impacted, if they are not already a part of the team. Provide financial compensation to community members for their time and insights, and let them know how and when you will follow up. Be sure to design the process to ensure community members' voices will be heard and to address inherent power dynamics (consider who takes up space, airtime, language, jargon, comfort, etc.)
2. As a planning team, individually and/or as a group identify (check the box of) the current practices (using meeting notes, observations, demographic data, etc.) that apply to your process on page 7.
3. Use the empty template on page 8 to chart additional practices, processes, and actions. You could also create a scatter plot on page 8 that represents a weighted (comfort and control) visual.
4. Look at which of the quadrants most your processes fall into; noting that 'Structural Racial Equity' and 'Programmatic Racial Equity' quadrants are connected to racial equity, and the 'Access & Inclusion' quadrant has practices connected to access but not equity, and the 'Business as Usual' quadrant has practices that are upholding systemic racism.
5. Follow up with the COC group, and let them know what you plan to do differently moving forward.

DEFINITIONS

Adapted from Equity Matters Mini-Evaluation

RACIALIZED COMFORT

Historically white (dominant society) power structures disproportionately default to processes and practices that are most comfortable for and familiar to white, middle-class, English speaking community members.

Racially Equitable Comfort

Ensures **local communities of color (COC) most disproportionately impacted by climate change** are comfortable with the planning process; ensures that the language, processes, practices, space, etc. are familiar and natural for the local communities of color; ensures that the framing, voices, and perspectives lifted up are from local communities of color

RACIALIZED CONTROL

Historically white (dominant society) power structures default to processes and practices disproportionately keeping control (especially decision-making and resource allocation) with white, middle-class, English speaking community members.

Racially Equitable Control

Ensures **local communities of color (COC) most disproportionately impacted by climate change** are setting (writing) meeting agendas, leading meetings, and controlling scheduling; ensures the final decision makers over processes and resource distribution and that research and best practices are rooted in communities of color (preferably local communities of color)

RACIAL EQUITY EVALUATION TOOL

Mapping Racialized Power Chart

Communities of Color HIGH COMFORT

ACCESS & INCLUSION

practices influencing white power structure
CoC High Comfort, Low Control

DEFAULTS TO: Tracking Outputs & Majority White Folks as Primary Final Decision Makers

Prioritizes CoC Comfort in Engagement

- **Values/Beliefs:** Values diversity, culture and “community”, and “equity” in words only; equity analysis w/o impacted CoC; belief that access (to the existing system) is the answer
- **Relationships:** Investment of time in building relationships, trust, and two-way conversations

Maintains White Control

- **Leadership:** A few people of color on the decision-making team, and/or acting as advisors
- **Data:** Use of only dominant society data to inform, with some input and interpretation from a few POC
- **Strategies and Programs:** Inclusion of communities of color and indigenous communities, after strategies and plans have been decided
- **Engagement:** Use of inclusion strategies to gain input and reactions to pre-determined programs
 - Translation and interpretation of materials
 - Focus groups, interviews, surveys
 - Program accommodations (location, food, etc.)
 - Volunteer (unfunded) advisory boards
 - Collaborations with POC orgs. for input
- **Budget:** Resources dedicated to access/inclusion

Communities of Color LOW COMFORT

BUSINESS AS USUAL

practices upholding white power structure
CoC Low Control, Low Comfort

DEFAULTS TO: Fakequity & Majority White Folks as Primary Final Decision Makers

Prioritizes White Comfort

- **Values/Beliefs:** “Diversity” in words only; belief that day to day work is “race neutral”
- **Relationships:** No real relationships or trust with communities of color or indigenous communities

Maintains White Control over narratives, agendas, and resources

- **Leadership:** None, or very few people of color or indigenous people on decision-making teams/boards
- **Data:** Use of only dominant society data to inform; communities of color and indigenous communities have no opportunity to offer interpretation of data
- **Strategies and Programs:** Designed and decided without any or much input from communities of color and indigenous communities
- **Engagement:** Minimum compliance for engagement of communities of color and indigenous communities, primary reliance on traditional strategies such as community meetings
- **Budget:** Little or no budget dedicated to engaging communities of color and indigenous communities

Communities of Color **LOW CONTROL**

STRUCTURAL/ORG RACIAL EQUITY

practices defaulting to shared power system wide
CoC High Comfort, High Control

DEFAULTS TO: Racially Equitable Outcomes

Org. Redesigned to Default to CoC Comfort

- **Racial Equity Values/Beliefs:** Values redesigning systems to create racially equitable outcomes; race-conscious conversations in daily work w/ impacted CoC
- **Racially Equitable Policies:** Policies address root causes and do not intentionally or unintentionally lead to alienation, org. policies and practices identified & used

Org. Redesigned to Default to CoC Control

- **Organizational Staff** (system wide and leadership): Staff are reflective of the community, including various communities of color and indigenous communities
- **Racially Equitable Data & Best Practices:** All organizational work is informed both by dominant society data and community-based research
- **Racially Equitable Systems:** People, regardless of race, can easily, fully, and meaningfully participate in decision-making; and hold political and economic power
- **Racial Justice:** Outcomes are not predictable by race; root causes are being addressed; clear connections to broader societal structures – education, employment, housing, health, justice system, displacement, etc.
- **Racially Equitable Outcomes:** Healthy environments, jobs, local economies, youth pathways, leadership, etc.

PROGRAMMATIC RACIAL EQUITY

practices sharing power within limited areas
of white power structure

CoC High Control, Low (broad) Comfort
DEFAULTS TO: PoC as Primary Decision Makers

Low Broad Comfort for CoC

- **Racial Equity Values/Beliefs:** Values dismantling institutional racism; “race conscious” conversations in daily work w/ impacted CoC; belief that CoC must lead
- **Relationships:** Strong & trusting existing relationships with some CoC and indigenous communities

CoC Control of Limited Scope Project(s) Over narratives, agendas, and resource

- **POC Leadership:** Majority POC design team, who are leading meetings, controlling scheduling, and final decision makers over narratives, agendas and resource distribution (not just interpreting, engaging, giving input)
- **Community Led Data:** Use and prioritization of community-based participatory research that has been conducted by CoC and indigenous communities
- **Strategies and Programs:** Prioritization of CoC and indigenous community strategies and programs, w/ leadership role of CoC and indigenous communities
- **Participatory Budgeting:** Use of participatory budgeting with CoC; Investments for community-identified capacity building and movement building

Communities of Color **HIGH CONTROL**

RACIAL EQUITY EVALUATION TOOL

Chart Your Practices, Strategies, & Actions

Communities of Color HIGH COMFORT	<p>ACCESS & INCLUSION practices influencing white power structure CoC High Comfort, Low Control DEFAULTS TO: Tracking Outputs & Majority White Folks as Primary Final Decision Makers</p>	<p>STRUCTURAL/ORG RACIAL EQUITY practices defaulting to shared power system wide CoC High Comfort, High Control DEFAULTS TO: Racially Equitable Outcomes</p>
Communities of Color LOW COMFORT	<p>BUSINESS AS USUAL practices upholding white power structure CoC Low Control, Low Comfort DEFAULTS TO: Fakequity & Majority White Folks as Primary Final Decision Makers</p>	<p>PROGRAMMATIC RACIAL EQUITY practices sharing power within <u>limited areas</u> of white power structure CoC High Control, Low (broad) Comfort DEFAULTS TO: PoC as Primary Decision Makers</p>
Communities of Color LOW CONTROL		Communities of Color HIGH CONTROL

RACIAL EQUITY EVALUATION TOOL

Interactive Method for Using the Mapping Chart

GATHERING RESPONSES

Come Up with a Prompt Question: For Example - “What are you currently doing (and/or what should you be doing) to share decision-making power with impacted communities of color in the climate resilience planning process? Please give two or three examples and/or ideas.”

Pre-Gather Responses to the Prompt Question from Staff and Impacted Community Members: You can do this via a short online and/or informal survey asking for answers to the prompt question and for racial demographic information (see template on page 10-11). Pre-gathering the responses allows for more people to contribute to the dialogue, including people most impacted but may not be able to attend. Be sure to gather a wide range of input impacted community members of color. If you don't have time to pre-gather responses, you can gather responses at the beginning of a meeting. You can use different color index cards for examples of current ideas and future ideas. You can also use dots on the backs of cards to distinguish answers from white staff, staff of color, and community members.

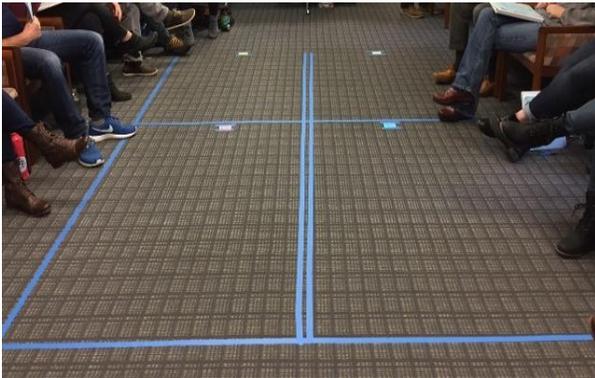
INSTRUCTIONS FOR MEETING

Supplies: Responses (one per card, color coded by current and future ideas) or colored index cards, blue tape, and copies of the Phase 2 Mapping Tool.

Walk Through the Tool Examples: Especially distinguishing between “access” to the current systems ideas (left side) and “racial equity” ideas that share decision-making control/power with the impacted community (right side)

Prepare the Tool Grid on the Floor and Label: Label each quadrant for clarity, see previous page for labeling.

Create Cross-Racial Trios (or Pairs): Have the trios discuss and place the ideas in the grid for 30 minutes. Emphasize that the dialogue is the most important part of the exercise.



LARGE GROUP DISCUSSION QUESTIONS

Invite Participants to Stand or Sit Around the Grid

- Ask what they notice about where most of the cards are placed?
- Talk about the themes and questions that came up as they were in trio groups, stressing that the conversation regarding access vs. racial equity is one of the most important parts of using this tool.
- Read some of the ideas put into the “programmatically racial equity” and “structurally racial equity” quadrants and ask the group why they think these ideas belong on the equity side. Ask if anyone in the group thinks the card should be placed in a different quadrant, and why.
- End by asking for take away thoughts from the exercise and 1-3 concrete commitments based on the current analysis. Also, remind participants that this is not a linear process. Organizations don't have to move from business as usual, to access, to programmatic equity. The tool is meant to highlight how much time, money and efforts are spent in access, and part of moving towards racial equity is reprioritizing our resources into racial equity efforts (which might mean eliminating some of the business as usual and access efforts).
- If you coded the cards by race with dots, flip the cards over and ask what participants notice about whose voices are represented or not represented in the room/in the responses.

RACIAL EQUITY EVALUATION TOOL

Short Survey Template

Hi, Staff and Community Members,

Thank you for taking a few minutes to help us think about racial equity in our climate resilience planning.

This short survey includes 7 questions. Some of the information you provide will be (anonymously) used during our meetings, and the rest will help inform our overall work.

Thanks again,
contact name

contact email
contact phone number
contact web address

1. Rate your current understanding of racial (in)equity, especially in the environmental sector.

0 - Low 1 2 3 4 5 - High

Briefly, what life and work experiences, classes, and/or courses have contributed to your current level of understanding?

Racial Equity in Climate Resilience Planning

* 2. What is the City currently doing to share decision-making power with impacted communities of color in the climate resilience planning process? Please give two or three examples and/or ideas.(answer required)

* 3. What should the City be doing to share decision-making power with impacted communities of color in the climate resilience planning process? Please give two or three examples and/or ideas.(answer required)

RACIAL EQUITY EVALUATION TOOL

Demographic Information

* 4. How do you identify your race according to dominant society data categories? (answer required)

- American Indian/Alaska Native
- Asian
- Black/African American
- Native Hawaiian/Other Pacific Islander
- Hispanic/Latino
- Two or More Races
- White
- Other (please specify)

5. How do YOU self-identify your ethnicity?

6. In addition to race and ethnicity, what are other parts of YOUR identity that have significantly influenced your perspective on the conversation about racial equity in the environmental sector (woman, immigrant, refugee, bilingual, low-income, queer, trans, parent, etc.)?

Thank You!

Thank you for completing this survey!

7. Is there anything else you would like to share? Is there anything specific you hope the racial equity work will achieve or cover?