

Organization Action Around Creating Racial Equity

- Think about what YOU have control over.
- It is easy to get sidetracked by barriers you see in other organizations/systems. Stay focused on YOUR organization.
- Try to come up with both a short-term action (quick win) and long-term action (related to culture change or policy).
- Consider the questions in at least one of the following categories as you develop action items.

Foundation:

Does any anti-racism training currently exist in your organization?

What training needs do you see that can help build racial equity in your organization? (be specific on topics)

Will your organization's leadership support staff to participate in this training? If not, include this as part of your action plan.

Disrupting the Cycle:

Is your environment a safe (physically and emotionally) space for all?

Where might microaggressions occur? Are they being addressed?

Are rules/policies consistently applied to everyone? Where might they be open to interpretation or implicit bias?

What barriers exist to accessing resources/services? How are they addressed?

How transparent are your policies and actions? Would they stand up to public scrutiny?

Who reviews your policies for implicit bias?

What's preventing equitable outcomes in your system? What needs to change to create more equity?

Strengthening Resilience:

How are resources currently allocated for youth/families/clients? Do you allocate according to need or equality (everyone gets the same)?

How thoroughly are race-based complaints responded to?

What is currently being done to make clients/students/families feel like they belong? Do they have input in policy development?

Are new ideas or the questioning of current policies/practices valued in your organization?

Restoring Lives:

Are people of color recruited, hired and supported in your organization?

Are people of color in leadership positions and/or part of decision making?

How are the diverse voices of clients/constituents heard in your organization?

Is racial equity a part of all decision making?

Does your organization have a mission/vision statement related to racial equity?