“If we expect to help all children succeed, we must do more than closing gaps and pointing to disparities. All of our work must strive to achieve race equity, a state in which all children have the same opportunity to reach the potential we know they have.”

--Patrick McCarthy
President and CEO, The Annie E. Casey Foundation
Seven Steps to Advancing Racial Equity and Inclusion

**STEP 1**: Establishing an understanding of race equity and inclusion principle

**STEP 2**: Engaging affected populations and stakeholders

**STEP 3**: Gathering and analyzing disaggregated data

**STEP 4**: Conducting root causes of inequities/systems analysis

**STEP 5**: Identifying strategies and target resources to address root causes of inequities

**STEP 6**: Conducting race equity impact analysis for all policies and decision-making

**STEP 7**: Continuously evaluating effectiveness and adapting strategies
Step 1: Establish an Understanding of Race Equity and Inclusion Principles
Equality vs. Equity
Step 2: Engage Affected Populations and Stakeholders
Key Stakeholders

- **People of color** are the most direct stakeholders in the elimination of racism and those with the most first-hand experiences with its effects.

- Strive to engage stakeholders who have active and authentic connections to their respective communities.

- The sooner you can engage a diverse mix of stakeholders, the better, so they can help establish the agenda, strategy and leadership.
From Engagement to Empowerment

- **Engagement** may simply involve getting input or limited participation.

- **Empowerment** involves taking leadership, making decisions and designing solutions and strategies at every phase of social change efforts. It ensures meaningful participation, voice and ownership.
Using the Stakeholder Analysis Guide

- Who is most adversely affected by racial barriers and bias, or exclusion from power, related to the issue being addressed?

- How are people of different racial groups differently situated or affected by the issue?

- What are ways stakeholders adversely affected by the issue can be further engaged?

- How will stakeholders exercise real leadership and power?
Step 3: Gather and Analyze Disaggregated Data
Step 4: Conduct Systems Analysis of Root Causes of Inequities
Why use a Systems Analysis?

1. Identify root causes and contributing factors

2. Surface possible strategies and solutions for addressing the problems

3. Help discern among the options generated which strategies and solutions can leverage desired changes and make transformative systemic impacts
Using the Systems Analysis Guide

- What are the racial inequities involved?
- What institutions are involved? What unfair policies are involved?
- What other conditions or compounding dynamics are involved?
- What norms, myths or popular ideas help maintain the problem?
- How did things get this way and what are the cumulative impacts?
- What are the causes and contributing factors?
- What solutions or interventions could eliminate the inequities?
Step 5: Identify Strategies and Target Resources to Address Root Causes and Inequities
Racially Equitable Solutions

• Have explicit goal of eliminating racial disparities

• Advance equity and expand opportunities

• Include realistic mechanisms to attain, sustain and expand success
Using the Guide to Developing Racially Equitable Solutions

<table>
<thead>
<tr>
<th>Question</th>
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<tbody>
<tr>
<td>What racial disparities do you want to eliminate, reduce or prevent?</td>
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<tr>
<td>What stakeholders most adversely affected by the current problem do you most want to benefit?</td>
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<tr>
<td>How does the proposed solution address root causes?</td>
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<tr>
<td>What positive values are reflected in the proposed solution?</td>
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<tr>
<td>Are there clear goals, plans and timetables for implementation?</td>
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<tr>
<td>Is there sufficient funding, staffing, reporting, accountability and evaluation to ensure success?</td>
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</table>
Step 6: Conduct Race Equity Impact Assessment for all Policies and Decision Making
What are Racial Equity Impact Assessments?

• A systematic examination of how a proposed action or decision will likely affect different racial and ethnic groups.

• A vital tool to reduce, eliminate and prevent racial discrimination and inequities.

• A tool that can be assess proposed policies, institutional practices, programs, plans and budgetary decisions.

• A conscious mechanism for counteracting implicit bias.
Using the Race Equity Impact Analysis Guide for Policies & Decision-Making

Five Key Questions:

1. Are all racial/ethnic groups who are affected by the policy/practice/decision at the table?

2. How will the proposed policy/practice/decision affect each group?

3. How will the proposed policy/practice/decision be perceived by each group?

4. Does the policy/practice/decision worsen or ignore existing disparities?

5. Based on the above responses, what revisions are needed in the policy/practice/decision under discussion?
Step 7: Continuously Evaluate Effectiveness and Adapt Strategies
Institutionalizing Equity and Inclusion

- Organizations and systems should be assessing equity progress at every turn and on an ongoing basis.

- Set goals for equity outcomes, measure progress and track results. Refine and revise strategies, as needed.

- We can prevent institutional racism by institutionalizing racial equity.
Sustaining and Supporting Success

- Implement Strategy
- Track Results
- Assess Progress
- Revise Strategy
In Summary

Follow the **Seven Steps**:

- Develop a common understanding of key concepts.
- Identify and engage the right stakeholders.
- Examine disaggregated data.
- Conduct systems analysis.
- Design effective strategies.
- Assess and measure impacts.
- Evaluate and adapt your strategies over time.
In Summary

Use the **four guides**:

- Stakeholder Analysis Guide
- Systems Analysis Guide
- Developing Racially Equitable Solutions Guide
- Racial Equity Impact Assessment Guide
Resources

- Jann Jackson, Senior Associate, Policy, Reform, and Advocacy: JJJackson@aecf.org

- Race Matters Toolkit, Annie E. Casey Foundation

- Equitable Evaluation: www.equitableeval.org