



Advancing Race Equity and Inclusion

THE ANNIE E. CASEY FOUNDATION

Why Prioritize Racial Equity?

“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 3

gathering and analyzing disaggregated data



STEP 5

identifying strategies and target resources to address root causes of inequities



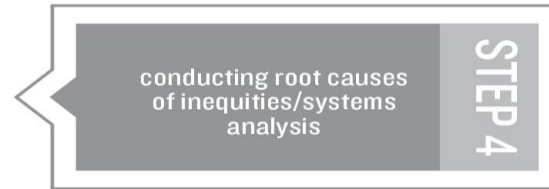
STEP 7

continuously evaluating effectiveness and adapting strategies



STEP 2

engaging affected populations and stakeholders



STEP 4

conducting root causes of inequities/systems analysis



STEP 6

conducting race equity impact analysis for all policies and decision-making



Step 1: Establish an Understanding of Race Equity and Inclusion Principles



Equality vs. Equity

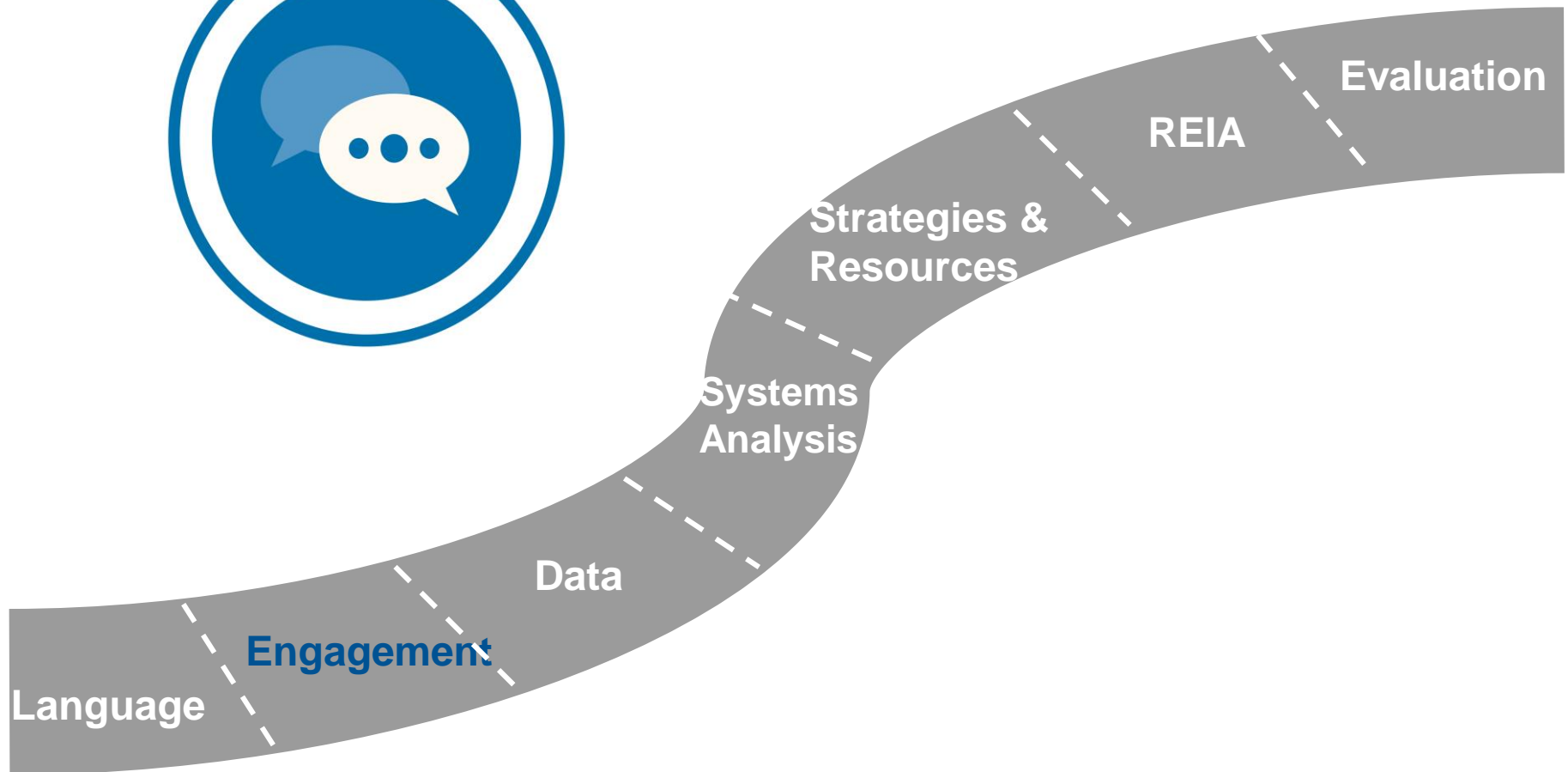


EQUALITY

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.

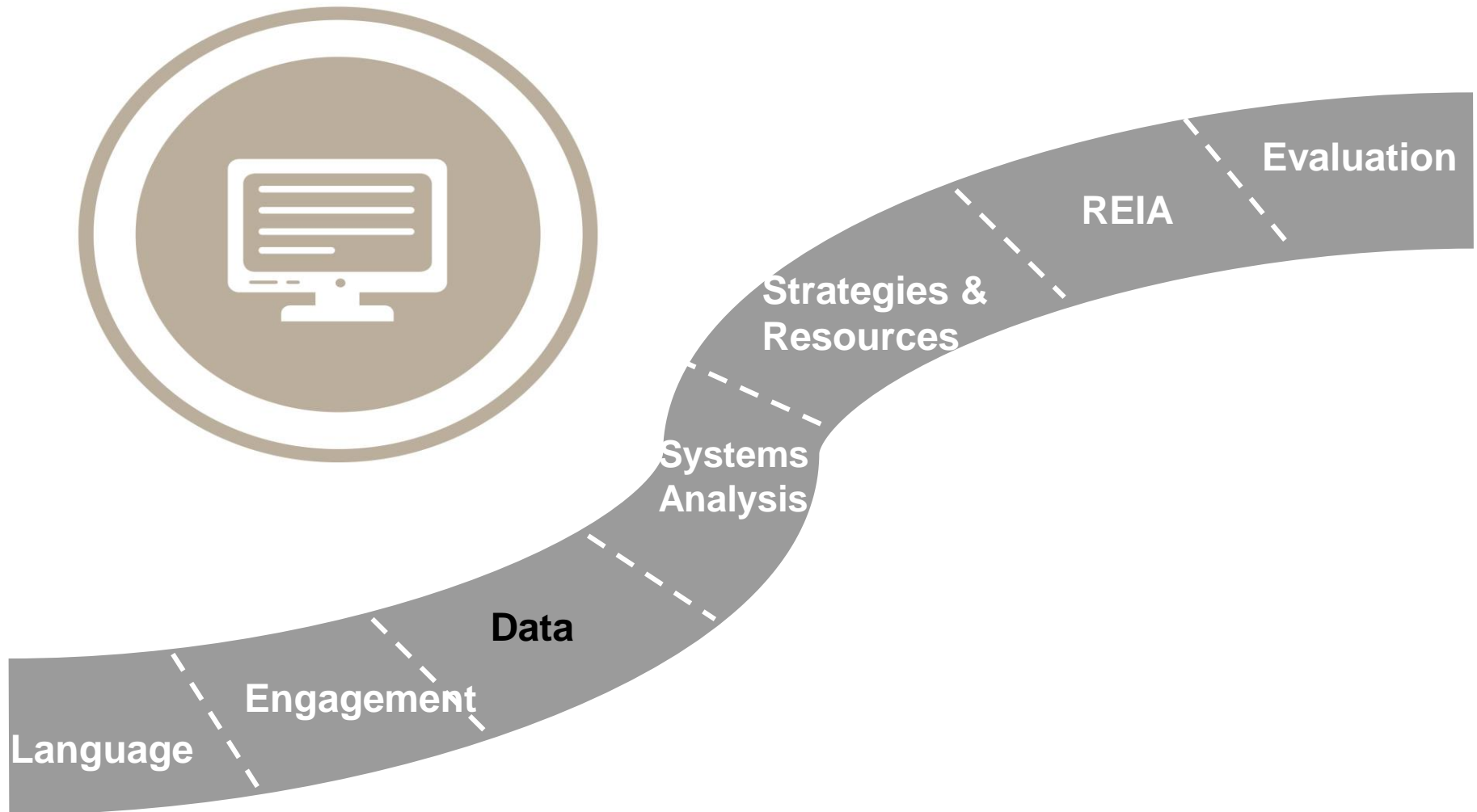
From Engagement to Empowerment

- **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

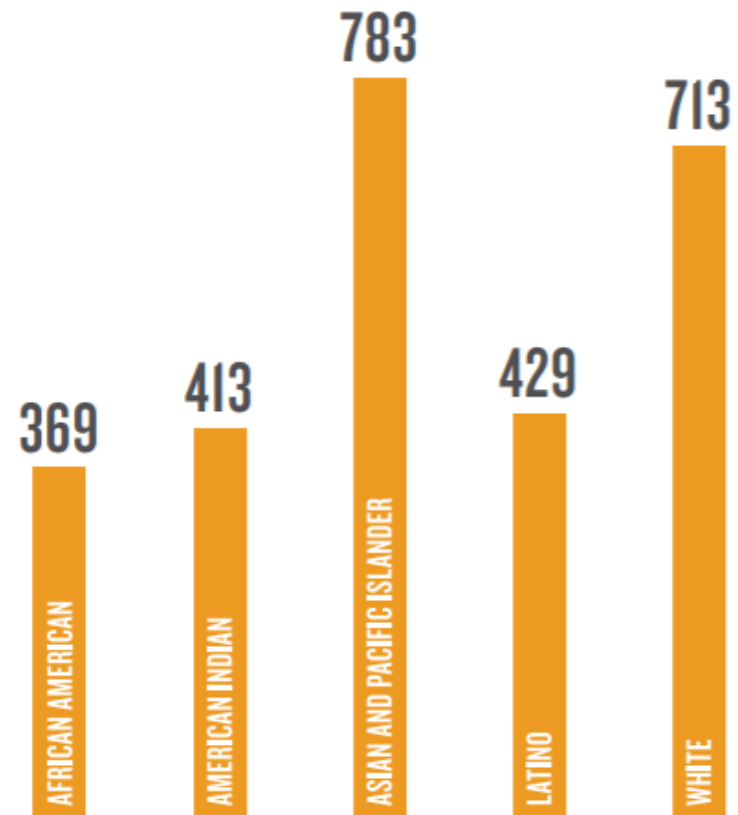
- Who is most adversely affected by racial barriers and bias, or exclusion from power, related to the issue being addressed?
- How are people of different racial groups differently situated or affected by the issue?
- What are ways stakeholders adversely affected by the issue can be further engaged?
- How will stakeholders exercise real leadership and power?

Step 3: Gather and Analyze Disaggregated Data



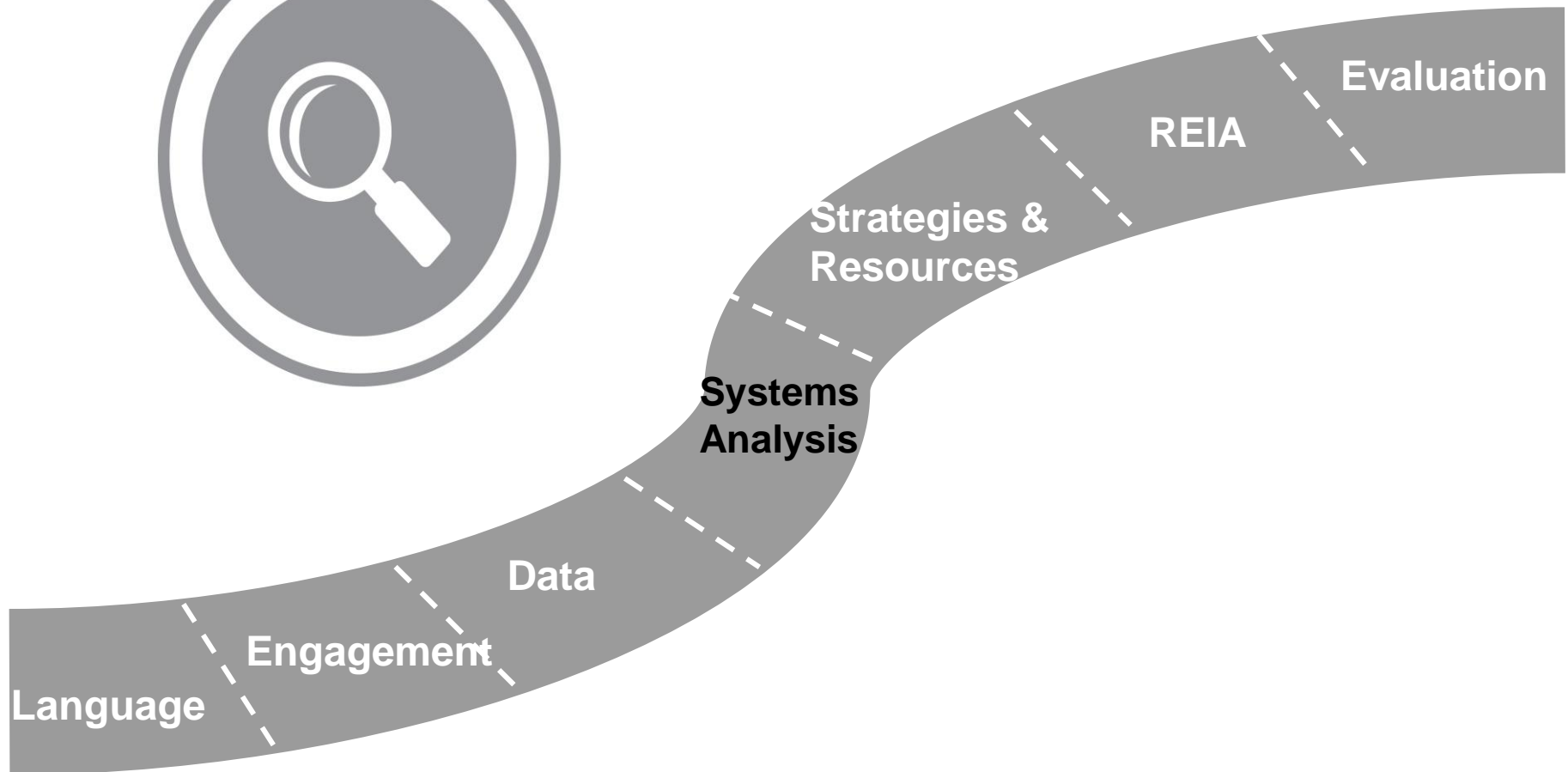
National Race for Results Index Scores

NATIONAL RACE FOR RESULTS INDEX SCORES



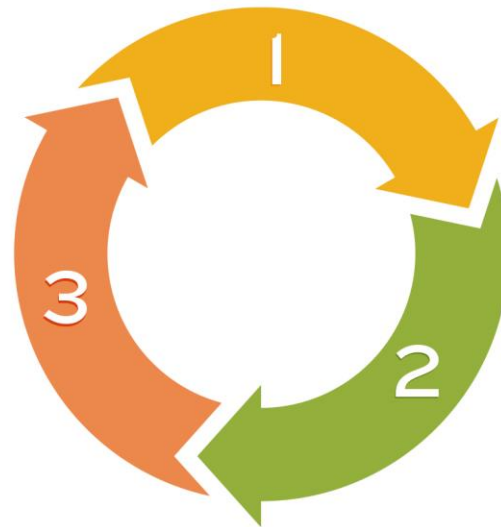
NOTE: Racial and Hispanic origin categories are mutually exclusive.

Step 4: Conduct Systems Analysis of Root Causes of Inequities



Why use a Systems Analysis?

1. Identify root causes and contributing factors



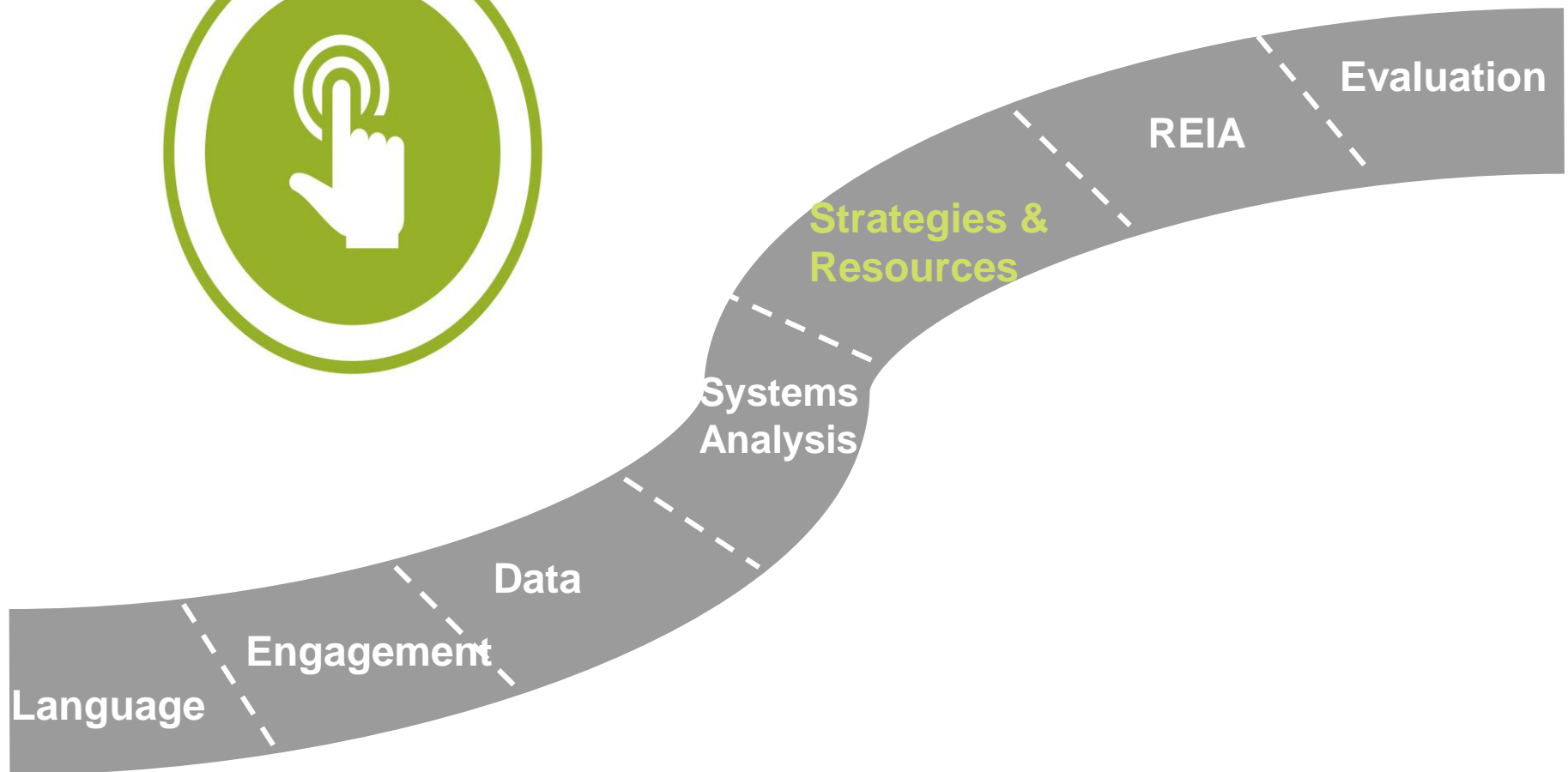
2. Surface possible strategies and solutions for addressing the problems

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

- What racial disparities do you want to eliminate, reduce or prevent?
- What stakeholders most adversely affected by the current problem do you most want to benefit?
- How does the proposed solution address root causes?
- What positive values are reflected in the proposed solution?
- Are there clear goals, plans and timetables for implementation?
- Is there sufficient funding, staffing, reporting, accountability and evaluation to ensure success?

Step 6: Conduct Race Equity Impact Assessment for all Policies and Decision Making



What are Racial Equity Impact Assessments?

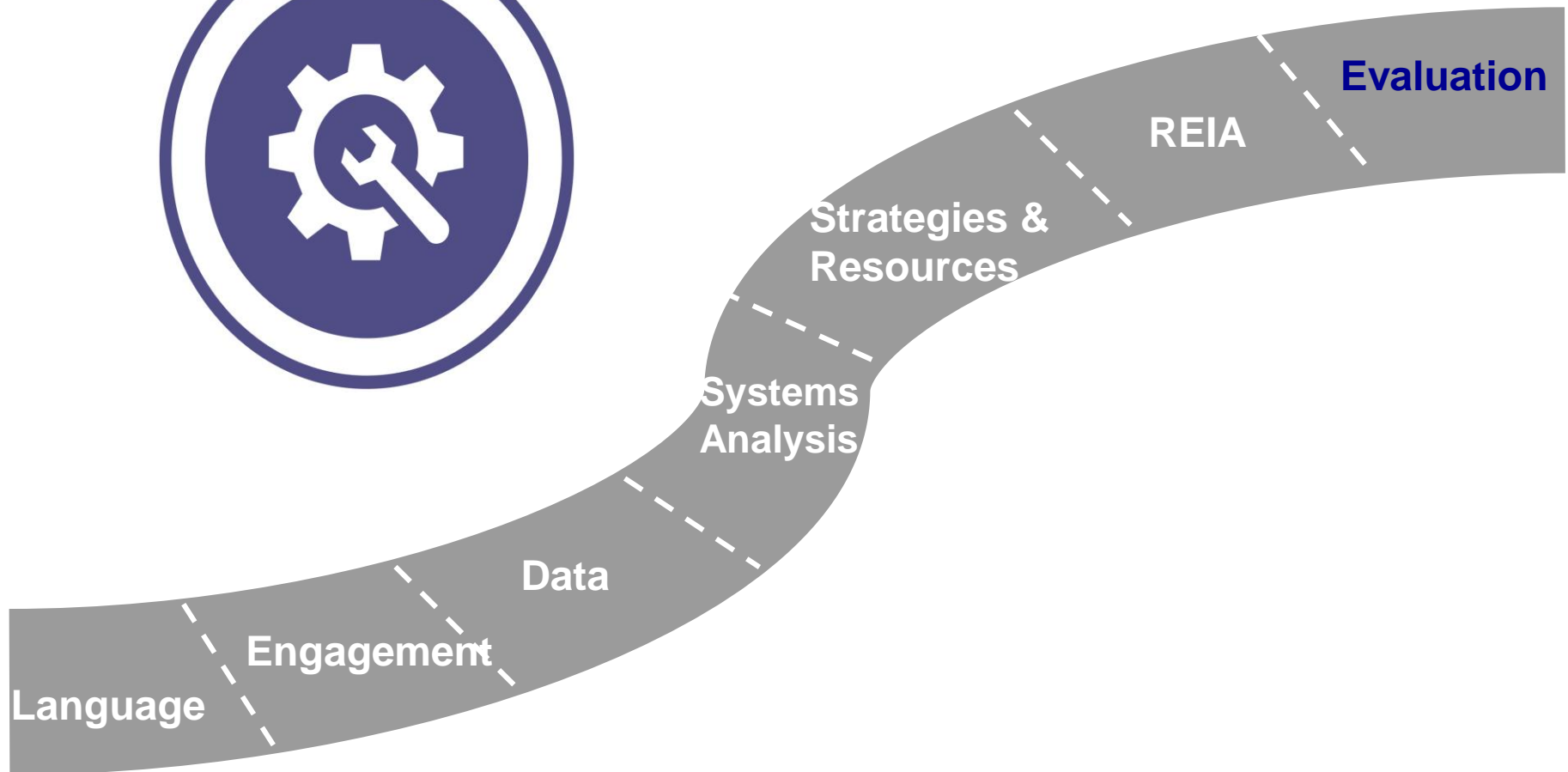
- A systematic examination of how a proposed action or decision will likely affect different racial and ethnic groups.
- A vital tool to reduce, eliminate and prevent racial discrimination and inequities.
- A tool that can be assess proposed policies, institutional practices, programs, plans and budgetary 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



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:
JJackson@aecf.org
- Race Matters Toolkit, Annie E. Casey Foundation
- Equitable Evaluation: www.equitableeval.org