

# 10. RACIAL EQUITY

The objective of this section is to assess the organization's need for and capacity to incorporate a racial equity lens into the planning, decision making and overall management of its work and the organization itself. At the end of the section users should be able to identify organizational need and capacity, gauge and gain organization buy-in, analyze current programs and policies, and plan and integrate racial equity.

## ► Sub-Sections under RACIAL EQUITY

- 10.1 Need and Capacity
- 10.2 Organizational Buy-in
- 10.3 Analysis and Evaluation
- 10.4 Planning and Intervention

## ► Resources you may wish to refer to in this section:

- strategic plan;
- racial equity toolkits;
- racial equity glossary;
- stakeholder list and analysis; and
- additional racial equity resources/guides.

## 10.1 Need and Capacity

**Importance:** Understanding the need for racial equity will help organizations determine if they should prioritize and address any capacity concerns for incorporating racial equity into their work and decision making.

➤ **Discuss some or all of the following questions:**

- What are the demographics (age, race, cultural backgrounds) of the communities the organization serves?
- What populations do projects, programs, or organizational policies affect (both directly and indirectly)?
- Does the organization have any current viewpoints on internal diversity, inclusion and anti-racism?
- What are the demographics (age, race, cultural backgrounds) of the organization’s staff, and do they align with client demographics? Have any staff personally experienced poverty or hunger?
- Are there current racial disparities that have been observed internally or externally to the organization?
- Does the area or community the organization works in have a history of racial discrimination? If so, what is it and how has it affected current day situations?
- Has the organization participated in any forms of anti-racism or racial equity learning or training?
- Does the organization understand the definition of racial equity, as distinct from diversity and equality?
- Does the organization have staff time and/or resources that can be dedicated to addressing racial equity?

Consider reviewing this tip sheet from Racial Equity Tools: [Why Start Racial Equity Work, and what are its Implications?](#)

➤ **Come to consensus: Where does the organization fall on this spectrum?**

<p><b>Basic</b></p> <p>Community demographics are multiracial or diverse, but a racial equity analysis has not been conducted.</p> <p>Diverse community, but organization has little knowledge of racial equity or racial disparities in area.</p> <p>Organization has no staff of color or those with lived experience of poverty or hunger.</p> <p>No staff time or resources have been made available for racial equity work.</p>	<p><b>Moderate</b></p> <p>HFC has identified populations experiencing racial inequities in the community it serves.</p> <p>Has a general understanding of racial equity.</p> <p>Organization has an equitable percentage of staff of color or those with lived experience of poverty or hunger.</p>	<p><b>Robust</b></p> <p>Has a vast education on racial equity and different racial disparities such as the racial wealth, poverty and hunger gaps.</p> <p>Staff and community demographics align.</p> <p>Staff time and resources are available.</p>
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**Indicate where you approximate your organization to be in this category on a scale of 1 to 5.**

Basic		Moderate		Robust	N/A
1	2	3	4	5	

Discussion Notes/Rationale for rating.

**On the above scale of 1 – 5, where would you like to see your organization in 12 months?** \_\_\_\_\_

Brainstorm briefly: how could the organization get to where it wants to be?

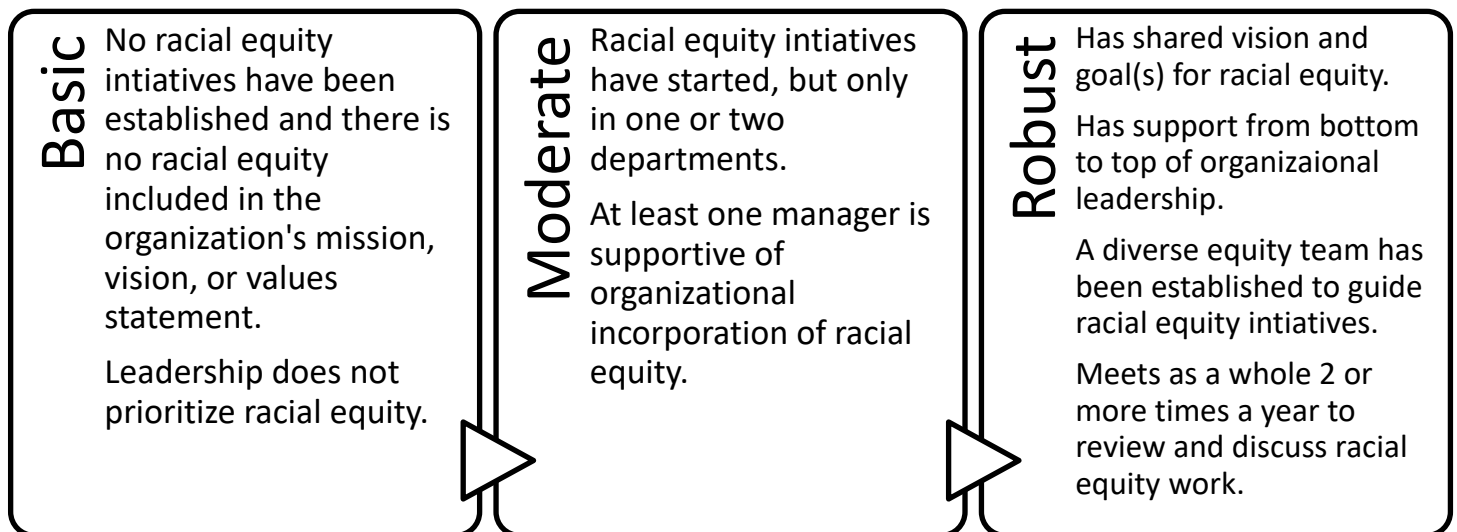
## 10.2 Organizational Buy-in

**Importance:** A solid foundation built on organizational buy-in, clarity and a shared mission are vital for racial equity work. Incorporating racial equity takes time and dedication; therefore, ensuring strong leadership and organizational support will help ensure that efforts are sustainable.

➤ **Discuss some or all of the following questions:**

- Do leadership and upper management support the need for incorporating racial equity?
- Does the organization’s board understand and support racial equity initiatives?
- Is racial equity included in the organization’s mission, vision, or values statement?
- Do representatives on the HFC coalition agree to prioritize racial equity?
- What persons are currently leading racial equity work? Is there equal and fair representation of different racial groups at different staff levels?
- Is racial equity work coordinated and integrated across all departments?
- How is racial equity applied and used within the organization? How often?
- Is racial equity included in the on-boarding process for new employees?
- Are connections being leveraged in support of racial equity?

➤ **Come to consensus: Where does the organization fall on this spectrum?**



**Indicate where you approximate your organization to be in this category on a scale of 1 to 5.**

Basic		Moderate		Robust	N/A
1	2	3	4	5	

Discussion Notes/Rationale for rating.

**On the above scale of 1 – 5, where would you like to see your organization in 12 months?** \_\_\_\_\_

Brainstorm briefly: how could the organization get to where it wants to be?

### 10.3 Analysis and Evaluation

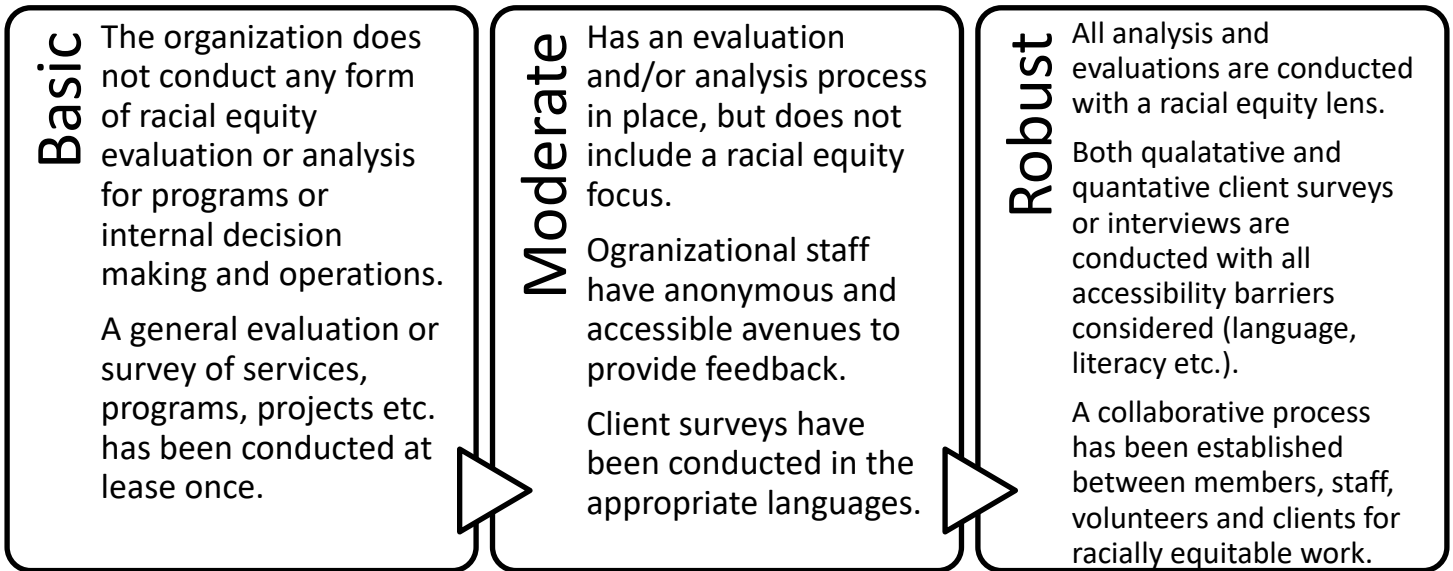
**Importance:** Conducting an initial analysis of the organizational structures, programs, and policies will illuminate what next steps need to be taken to address racial disparities and achieve racial equity. Further monitoring and evaluation will ensure an iterative process that will allow the organization to continue to grow and sustain its racial equity efforts.

➤ **Discuss some or all of the following questions:**

- Has the organization conducted an internal racial equity assessment?
- Does the organization have a current evaluation process in place? If so, does it include a racial equity lens?
- Are the organization’s clients, members, volunteers or staff provided accessible avenues to provide honest feedback?
- Has the organization analyzed power dynamics to ensure internal and external stakeholders have equitable power in decision-making processes?
- Does a new project, program, or initiative have multiple stages of evaluation and incorporate client voices?
- Are language, literacy and other accessibility barriers considered during the creation of evaluation and/or metric tools?
- Are evaluation results shared with the organization and community? Are they referred to during future planning processes?
- Is there an accountability process in place to ensure feedback is incorporating in timing manner and before products (projects, programs etc.) are finalized?

Consider reviewing some or all of these tip sheets from Racial Equity Tools: [How can we Design Survey Interviews and Questionnaires to give us the Best Information Possible?](#) ; [How can we avoid "Blaming the Victim" when we Present Information on Poor Outcome for different Racial, Ethnic, Language or Immigrant Groups in our Community?](#)

➤ **Come to consensus: Where does the organization fall on this spectrum?**



**Indicate where you approximate your organization to be in this category on a scale of 1 to 5.**

Basic		Moderate		Robust	N/A
1	2	3	4	5	

Discussion Notes/Rationale for rating.

**On the above scale of 1 – 5, where would you like to see your organization in 12 months?** \_\_\_\_\_

Brainstorm briefly: how could the organization get to where it wants to be?

## 10.4 Planning and Intervention

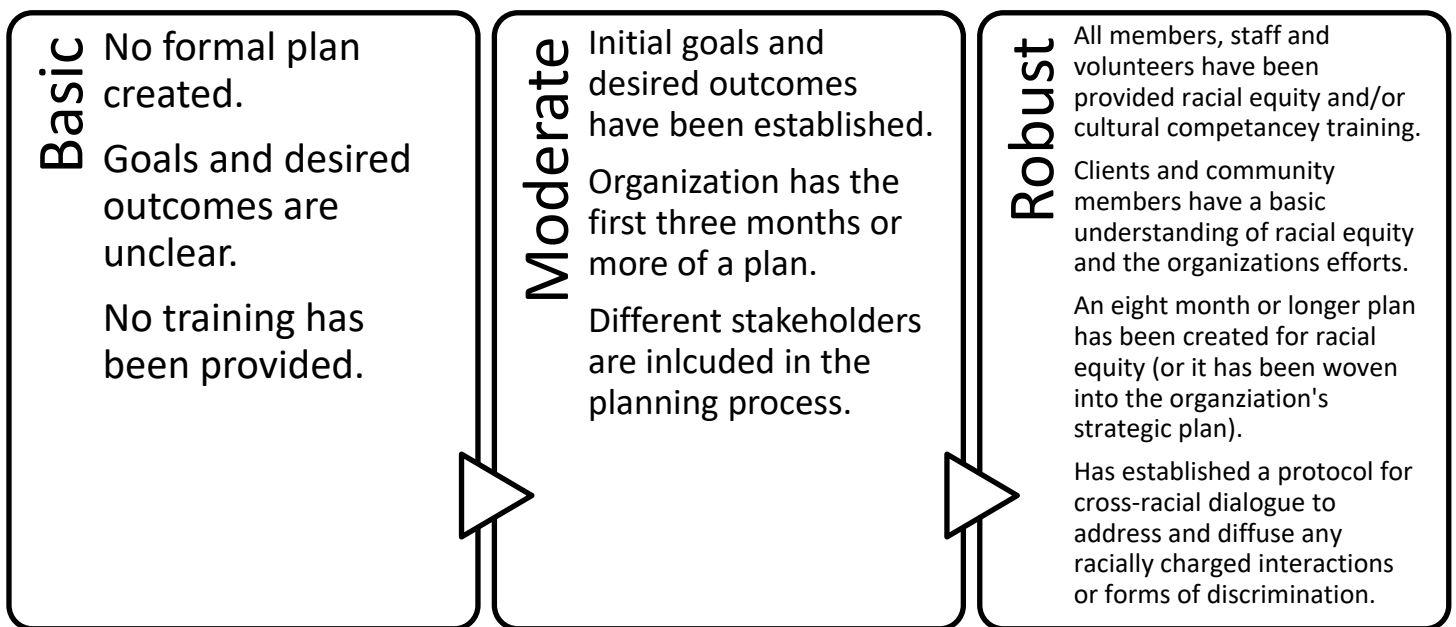
**Importance:** Having a plan in place for incorporating a racial equity lens into the organization’s work will provide structure and a reference point for clarity throughout the process. Once racial equity has been incorporated, organizations can take action and intervene in racial disparities as well as prevent further harm to communities.

➤ **Discuss some or all of the following questions:**

- Have different areas of the organization’s work been prioritized to boost racial equity—i.e. advocacy, policy, programs, internal hiring practices, etc.?
- Does the organization have clear goals or desired outcomes racial equity initiatives?
- Have key stakeholders been mapped by the organization or HFC coalition for support and feedback?
- Has a timeline for implementation been established with clear benchmarks?
- Has staff been provided training on how to use a racial equity lens? Are members, staff, or volunteers provided any racial equity and/or cultural competency training?
- Are there contingency plans in place to diffuse and address any racially-charged interactions?
- How will the organization sustain racial equity initiatives- both external and internal?

Consider reviewing this tip sheet from Racial Equity Tools: [How can we create an Inclusive and Equitable Planning Process?](#)

➤ **Come to consensus: Where does the organization fall on this spectrum?**



**Indicate where you approximate your organization to be in this category on a scale of 1 to 5.**

Basic		Moderate		Robust	
1	2	3	4	5	N/A

Discussion Notes/Rationale for rating.

**On the above scale of 1 – 5, where would you like to see your organization in 12 months? \_\_\_\_\_**  
 Brainstorm briefly: how could the organization get to where it wants to be?

## Helpful Resources: Racial Equity

- [Racial Equity Tools: Organizational Change Processes](#)

This webpage offers a variety of tools, case studies, and resources for organizations that “seek to transform their policies, procedures, practices, culture, and relationships to be racially equitable and inclusive”. A few highlights from the webpage include:

- [Asking Powerful Questions](#), Building Movement Project
- [Race Equity and Inclusion Action Guide](#), The Annie E. Casey Foundation
- [Advancing the Mission: Tools for Equity, Diversity, and Inclusion](#), The Annie E. Casey Foundation
- [Building a Race Equity Culture in the Social Sector](#), Equity in the Center

- [Racial Equity Tools: Organizational Capacity Building](#)

This webpage includes tools, research, and practices “to grow organizations that can sustain racial equity work, with attention to their internal processes as well as their capacities to work on equity.” A few highlights for the page include:

- [Chronicles of Change: An Organization's Guide to a Theory of Social Change](#), National Gender & Equity Campaign of Asian Americans/ Pacific Islanders in Philanthropy
- [Service and Social Change](#), Building Movement Project
- [Organizational Capacity Assessment Tool](#), The Marguerite Casey Foundation

- [Racial Wealth Gap Learning Simulation](#), Bread for the World Institute

The simulation is an interactive tool that illuminates the connections between racial equity, hunger, poverty and wealth. It is a useful tool for understanding structural inequalities in the United States and the quantifiable impact policy has had in shaping the racial hunger, poverty and wealth divides we see today.

- [Racial Equity Scorecard](#), Bread for the World Institute

The Racial Equity Scorecard is a way of assessing how successfully a given policy/program or legislation applies a racial equity lens. The policy can be scored on a scale of 0 (“harmful policy” capable of widening racial inequities) to 5 (“racially equitable” in each aspect).

- [Building the Case for Racial Equity in The Food System](#), Center for Social Inclusion

This report “describes how policies impact racial equity in the food system. Through the stories of two children, Brenna and Johnny, this report walks us through the structural race analysis along the food chain, highlighting how key policies shape opportunities for children, farmers, and laborers.”

- [Racially Equitable Responses to Hunger During COVID-19 and Beyond](#), Bread for the World Institute

This report seeks to provide initial analysis of the deep connections between racial divides in both food security and susceptibility to contracting and dying from COVID-19. Through a combination of data analysis and case studies to provide in depth recommendations that lay out policies to break the cycle of food insecurity— including eliminating the racial wealth divide, racialized concentrated poverty, and racial bias in the healthcare system.

- [An Equitable Food System: Good for Families, Communities, and the Economy](#), Policy Link and Marguerite Casey Foundation. This is one of a series of issue briefs dedicated to helping community leaders and policymakers bolster their campaigns and strategies with the economic case for equity. The issue briefs correspond with the 13 planks of the Marguerite Casey Foundation’s Equal Voice National Family Platform.

- [Racial Equity Tools: Making the Case](#)  
The ability to make a strong case for racial equity work is itself an important change process. This includes the ability to communicate goals, strategies and outcomes in ways that various audiences can hear and which motivate action. Resources in this section include different ways communities and organizations make the case for racial equity work. In addition, there are resources about using data and information as tools to educate and engage people.
- [Awake to Woke to Work: Building a Race Equity Culture](#), Equity in the Center  
This publication is the culmination of the Equity in the Center’s research, which illustrates in detail how organizations can move through the Race Equity Cycle by activating specific organizational levers. Awake to Woke to Work: Building a Race Equity Culture provides insights, tactics, and practices social sector organizations can and have used to measurably shift organizational culture, operationalize equity, and move from a dominant organizational culture to a Race Equity Culture.
- [Building Racial Equity Trainings](#), Race forward: The Center for Racial Justice Innovation  
Race Forward’s Building Racial Equity series is a collection of interactive training for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity. Unlike “diversity trainings” which primarily focus on *interpersonal* relations and understanding, the Building Racial Equity trainings emphasize how to challenge and change *institutional* racial inequities.
- [The Community Tool Box: Capacity Building, Consultation & Evaluation Training](#)  
The KU Center for Community Health and Development provides information and training in the fields of community health and development both online and through training workshops. Through the Community Tool Box, the Center also provides online resources as a public service.
- [The Community Tool Box: Training Curriculum](#)  
The Community Tool Box team developed a training curriculum designed for use in workshops, classes, and webinars to support core skills in community work. The sixteen training modules have been field-tested in a variety of settings, including coalition workshops, non-profit trainings, and college courses.
- [Racial Equity Learning Modules](#)  
A growing collection of learning modules created by World Trust Educational Services in collaboration with other leading racial justice organizations. The project is inspired by the World Trust film project *Cracking the Codes: The System of Racial Inequity* and seeks to bridge the gap between inspiration and democratic action that supports racial equity.
- [Transforming White Privilege: A 21st Century Leadership Capacity](#)  
A Joint Project of The Center for Assessment and Policy Development (CAPD), MP Associates and World Trust Educational Services, funded by The W.K. Kellogg Foundation. The Transforming White Privilege (TWP) curriculum is designed to help current and emerging leaders from a variety of sectors better identify, talk about and intervene to address white privilege and its consequences.
- [Race Matters: Organizational Self-Assessment](#), The Annie E. Casey Foundation  
Use this questionnaire to find out if they are part of your organization. The questions use a racial lens to size up staffing and operational aspects. The assessment then offers additional tools and next steps based on how the organization scores. This tool is part of a [Race Matters Toolkit](#).
- [National Equity Atlas](#)  
The National Equity Atlas is produced by PolicyLink and the USC Program for Environmental and Regional Equity. The National Equity Atlas is a first-of-its-kind data and policy tool for the community leaders and policymakers who are working to build a new economy that is equitable, resilient, and prosperous.

- [GEAR--Getting Equity Advocacy Results](#), PolicyLink  
Getting Equity Advocacy Results (GEAR) draws from the wisdom and experience of seasoned advocates and action researchers to provide useful benchmarks, frameworks, and tools for measuring progress in equity efforts for policy change across a range of issues.
- [The Community Tool Box: Community Check Box Evaluation System](#)  
Community Check Box is a smart, helpful, easy-to-use web-based tool to capture and display data that shows where and how well you're progressing toward your goals. This process helps support meaningful evaluations, promote accountability, and encourage continual improvements in your work.
- [POWER MOVES: Your essential philanthropy assessment guide for equity and justice](#), National Committee for Responsive Philanthropy. A complete self-assessment toolkit to determine how well you are [building](#), [sharing](#) and [wielding](#) power and identify ways to transform your programs and operations for lasting, equitable impact. It includes ready-to-use guides, insightful anecdotes and comprehensive resources to help you on your power journey towards high-impact giving.
- [Racial Equity Resource Guide](#), W.K. Kellogg Foundation  
"In 2010, we launched America Healing, an effort to put the belief in a false human hierarchy based on physical characteristics and the racial and structural inequalities it creates behind us, by first putting it squarely in front of us. America Healing is a strategy for racial healing toward racial equity, and is designed to raise awareness of unconscious biases and inequities to help communities heal. In support of America Healing, we have created this comprehensive and interactive racial equity resource guide that includes practical resources including articles, organizations, research, books, media strategies and training curricula aimed at helping organizations and individuals working to achieve racial healing and equity in their communities."
- [Racial Equity Tools: Action Plan Examples](#)  
This webpage provides selected examples of racial equity work focused on organizational and community change.
- [Healthy Food Access Portal Glossary](#), PolicyLink, Reinvestment Fund, The Food Trust, Robert Wood Johnson Foundation, and Center for Healthy Food Access.  
This glossary includes definitions for terms, programs and more.
- [Racial Equity Tools Glossary](#)  
Offers definitions for terminology used in racial equity and justice works such as ally and intersectionality.
- [Racial Equity Tools: Tip sheets](#)  
Tip sheets are based on the experiences of the website authors in doing, evaluating and learning from others about how to do racial equity work. They are presented with the hope that they will be useful to readers of this site. Topics covered include: working on racial equity, working on racial equity in communities, getting started on evaluation, aligning evaluation with your work, collecting information, and using and sharing evaluation results.
- For more resources please explore [racialequitytools.org](http://racialequitytools.org)