

Racial Equity Assessment Framework

01

Build a vision and identify existing inequities

Is there a shared understanding of the problem that needs to be solved? How might you involve diverse perspectives to help identify the problem?

02

Invite participation from historically marginalized stakeholders

How might you assess how your city or state agency conducts community engagement, identifies or recruits community partners, and evaluates the failure or success of your engagement?

03

Identify systemic barriers

In what ways might structural or systemic barriers be perpetuating inequity or preventing equitable outcomes?

04

Develop accountability through transparency

How are publicly-funded resources being used to advance existing (or new) equity goals? How are these resource allocation decisions being made?

05

Focus on equitable outcomes

How might you develop clear criteria for allocating program resources to ensure those resources are distributed equitably using specific targets?

06

Measure success with data

Are there organizations you can partner with to increase your access to relevant data including understanding lived experience?