



# RACE AND SOCIAL JUSTICE COMMUNITY ROUNDTABLE

Arab American Community Coalition

Casey Family Programs

Child Care Resources

City of Seattle

El Centro de la Raza

Horn of Africa

King County

Minority Executive Directors'  
Coalition

NAACP Seattle

Nonprofit Assistance Center

People's Institute NW

Pride Foundation

Puget Sound Educational Service  
District

Seattle City Council

Seattle Education Association

Seattle Housing Authority

Seattle Indian Health Board

Seattle Public Schools

Senior Services

Solid Ground

United Indians of All Tribes

United Way of King County

WA Community Action Network

Youth Undoing Institutional Racism

YWCA

## Racial Equity Analysis

**Objective:** To support our shared goal of eliminating racial inequity, all Roundtable members will incorporate a racial equity analysis and best practices into program, policy and procedure decisions.

### Assumptions:

- **Application of the Racial Equity Impact Analysis must employ an anti-racism approach:** In order to eliminate racial inequities, it is essential that race be clearly called out and institutional racism be addressed within our own organizations as well as in the broader systems with which we interact.
- **Racial equity analysis best practices provide a common foundation:** Roundtable members will have collective buy-in to racial equity analysis best practices. We will each take responsibility for using the racial equity analysis within the programs, policies and procedures of our own organizations.
- **Implementation and use of racial equity analysis will be flexible across organizations:** How the racial equity analysis is implemented will differ from organization to organization based on the type, size and role of organization. Accountability within our own organizations and to our respective communities will be essential.
- **Use the racial equity analysis for continuous improvement:** We will approach racial equity analyses from an evaluative / continuous improvement perspective, as opposed to a check list. We will seek to strengthen programs, policies and procedures until racial inequities are eliminated.
- **Training and skill building essential for successful use of the racial equity analysis:** We recognize the importance of training and skill building within each of our organizations. Increasing the number of employees and constituents, including leadership, staff, customers, board members, etc, will not only help to make improvements supporting racial equity, but will also help to develop an anti-racist culture within each of our organizations.
- **Support strategic use of the racial equity analysis across organizations:** While we have agreed to shared definitions relating to racial equity, we also recognize that our organizations are at different places. We will each build from where our organizations are, with a focus on being savvy and strategic with our use of the racial equity analysis. Roundtable members will openly share challenges, successes and lessons learned from our respective racial equity analyses to help move the sum of our work forward.

Racial equity analysis: programs, policies and procedures aimed at racial equity will employ the following racial equity best practices criteria:

**1. Promote racially inclusive collaboration and civic engagement**

- How have people affected by the policy, program or procedure been involved in its development, implementation and evaluation?
- How does the program, policy or procedure foster greater participation in civic engagement that promotes community<sup>1</sup> leadership?

**2. Assess community conditions and set goals for affecting desired community impact.**

- Are community conditions, including racial inequities, clearly documented?
- How will goals be adjusted regularly to keep pace with changing community needs and racial demographics?

*Note: to be anti-racist, the assessment and goal-setting should be a process driven by the community. People using the toolkit should be working with the community.*

**3. Expand opportunity and access for individuals**

- How does the program, policy or procedure increase opportunity and/or access for those who historically have been excluded? This means, more explicitly, who benefits from and/or who is harmed by the program, policy or procedure?
- What are the strategies to improve access for immigrants and refugees, including appropriate interpretation and translation policies?

**4. Affect systemic change**

- How does the program, policy or procedure make changes within the organization to eliminate institutional racism (including the promotion of accountability)? How are issues of internalized racial oppression and internalized racial superiority acknowledged and attended to?
- How does the program, policy or procedure work to address structural racism?

*Note: to be anti-racist, an analysis of power and gatekeeping is critical.*

**5. Develop and implement strategies for eliminating racial inequity**

- What are the overall goals and outcomes of the program, policy or procedure? What are the specific strategies for decreasing racial inequity? How do the specific strategies work to decrease racial inequity?
- How will strategies be adjusted regularly to keep pace with changing community needs and racial demographics?

**6. Educate on racial issues and raises racial consciousness**

- How does the program, policy or procedure educate about the history and current realities regarding race, racism, and/or culture?
- How does the program, policy or procedure educate and encourage sharing about race and racism, including the connections between individual feelings and experiences and race-related systemic issues?

**After conducting the analysis, think about:**

- What are the lessons learned?
- What resources are needed to make changes?
- What are the next steps?

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<sup>1</sup> Community" means a group of people who share some or all of the following: geographic boundaries, sense of membership, race, culture, language, common norms and interests.