

Tool A: REJI Organizational Equity Plan Worksheet

WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

The following provides guidance for identifying and starting to implement race equity work within your organization. This Tool can be helpful to organize priorities after you have conducted an Organizational Race Equity Assessment or gathered other data and are ready to develop an Organizational Equity Plan

How would you describe the ultimate impact are you seeking to achieve through your organizational equity work?

What inequities or current challenges do you seek to address?

What goals or outcomes do you most hope to achieve within 1-2 years through this work?

What resistance might you need to address to ultimately be successful in your work?

Which individuals, groups, organizations, or other partners should participate in the planning and execution of this work? Consider who is most impacted by the problem(s) you have identified. How will you invite them into this process?

List the primary activities you anticipate carrying out within the next 1-2 years that will help move you toward your goals.

For each identified strategy, project, or activity, answer the following:

Who do you need to buy-in or invest for these strategies to be successful?

What human, financial, or other resources will you need to accomplish these activities? Include a line-item budget if possible.

What is your anticipated timeline for key activities?

Who will be responsible for making key decisions for this project? Who will be responsible for implementing key activities?

How will you know if you have been successful in moving toward your identified goals?

How will participants in this work stay in communication with and accountable to one another and with those most impacted by this work?

How will you reflect on, learn from, and celebrate your accomplishments?