

REJI ORGANIZATIONAL RACE EQUITY TOOLKIT

2ND EDITION

Tool A: REJI Organizational Equity Plan Worksheet



**WASHINGTON RACE EQUITY
& JUSTICE INITIATIVE**

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WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

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

1. How would you describe the ultimate impact are you seeking to achieve through your organizational equity work? What is your “why”?

2. Review REJI’s “Dimensions” of Equity Work based on the REJI Organizational Assessment on page 25 of the Toolkit:
 - a. What inequities or challenges do you seek to address?
 - b. What goals or outcomes do you most hope to achieve within 1-2 years?

DIMENSION	CHALLENGES	GOALS
Organizational/Leadership Commitment to Equity		
Creating Equitable Organizational Culture		
Recruiting, Hiring, & Retaining a Diverse Workforce		

DIMENSION	CHALLENGES	GOALS
Developing Accountable Relationships with Impacted Communities		
Applying an Anti-Racism Lens to Programs, Advocacy, & Decision-Making		

3. For each goal, identify 2-3 activities that you could carry out within the next 1-2 years to help move you toward this goal:

GOAL #1:

<p>ACTIVITY 1:</p> <p>ACTIVITY 2:</p> <p>ACTIVITY 3:</p>

GOAL #2:

<p>ACTIVITY 1:</p> <p>ACTIVITY 2:</p> <p>ACTIVITY 3:</p>

GOAL #3:**ACTIVITY 1:****ACTIVITY 2:****ACTIVITY 3:**

4. 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?

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

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

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

8. What is your anticipated timeline for key activities?

9. Who should be responsible for making key decisions for this project?

10. Who can be responsible for implementing key activities?

11. How will you know if you have been successful in moving toward your identified goals?
12. How will participants in this work stay in communication with and accountable to one another and with those most impacted by this work?
13. How will you reflect on, learn from, and celebrate your accomplishments?

Equity Action Plan Samples & Templates

1. *City of Seattle Race and Social Justice Initiative 2019-2021 Strategy*. See Appendix Tool E
2. *Legal Services NYC Diversity, Equity & Inclusion Plan*: See Appendix Tool F.
3. [*National Legal Aid & Defender Association \(NLADA\) Racial Justice Action Plan*](#)
4. [*King County Equity & Social Justice Strategic Plan, 2016-2022*](#):
5. [*Government Alliance on Race & Equity \(GARE\) Racial Equity Plans: A How-To Manual*](#)
6. [*Demos Racial Equity Transformation*](#)
7. [*City of Ontario Anti-Racism Strategic Plan*](#)
8. [*The Heinz Endowments Racial Equity Outcome Toolkit*](#)