

REJI ORGANIZATIONAL RACE EQUITY TOOLKIT

2ND EDITION

Tool 1: Race Equity Tool – Columbia Legal Services



**WASHINGTON RACE EQUITY
& JUSTICE INITIATIVE**

Tool I: Race Equity Tool – Columbia Legal Services

Community Engagement	Notes, Thoughts, Answers, Plans
<p>This is a process through which advocates contribute their legal knowledge and skills to support initiatives identified by communities of color. This approach fundamentally changes some of the ways in which we approach our work. Under this model, the community directs the focus of this work, and we have ongoing engagement with community.</p>	<p><i>State the community or group that identified this issue.</i></p>
<p>Questions to consider:</p> <ul style="list-style-type: none"> • Is this issue important to communities of color? How do you know? • How was this issue identified? If it was not identified by the community, why not? What steps will you take to engage the community at each stage of the process, including implementation and monitoring? • What challenges exist to centering this work in the community and having it be community-led? How can you address them? • How will the group direct your work and make decisions? How will you communicate with the group? How often? • Who will do the lobbying or other policy work? Who has the final say on the content of legislation? Reports? Other work? Does the group have an opportunity to review any litigation materials? • If a coalition will be part of this work, how will it be formed, and how will the group make decisions? What will CLS's role be within the coalition? 	<p>Notes:</p>
Systems Analysis	Notes, Thoughts, Answers
<p>Systems Thinking emphasizes the role of the system as a whole in shaping behavior and producing outcomes. In Systems Thinking, the individual intentions/behavior of actors is not as important. Racial advantages and disadvantages are primarily a product of opportunity structures within our racialized society. Race equity work can be most effective when it addresses the system as a whole.</p>	<p><i>Identify places in the system that can change outcomes. Discuss any opportunity mapping or systems analysis you may undertake.</i></p>

<p><i>Questions to Consider</i></p> <ul style="list-style-type: none"> • What are racialized systems at issue? (examples: prisons, court systems, economic systems, foster care, health care, education, banking/credit, wage, etc.) • What are all the parts of the system that are involved in the work? • What groups have power within the system? In what ways do they have power? Can you use “power mapping” to understand these dynamics? • How will you work within that system and not perpetuate structural or institutional racism? • How will you navigate the complexity of the system through this work? • How will the system be changed at the end of the advocacy? How will it be the same? How might it adopt after the change is made to perpetuate racism? 	
<p>Goals and Objectives for Advocacy</p>	
<p>State the race equity goal of the community or client(s) would like to achieve. This objective could be long term, short term, or both. The goal is to identify the most effective ways to change or interrupt processes that create racial inequity.</p>	<p><i>List the race equity objective(s) the community or group hopes to achieve.</i></p>
<p>Questions to consider:</p> <ul style="list-style-type: none"> • What racial disparities does the group or community want to eliminate, reduce, or prevent? • How will the community’s or group’s position be changed or be the same in the system as a result of this advocacy? Will they have more positional power? • If the advocacy you want to undertake is successful, what is the best possible outcome you can envision? • Does this work change the status of the group or community you seek to represent (i.e., the group will gain civic power, many in the community or group will no longer live below the poverty level – ex. local hire ordinance) • Can this goal be achieved through policy advocacy, litigation, media, social movement, a combination of approaches, or other means? What means do you propose? Why? • How will the community or group measure success in the long or short term? How will you? 	

Racism - Explicit and Implicit	
<p>Identify the type(s) of racism the work seeks to address. There are different types of racism at work that interact with each other on different levels. Think about what type or types is at issue in this race equity work.</p> <ul style="list-style-type: none"> • Personal - Individual attitudes about inferiority and superiority that are learned or internalized either directly or indirectly and can be conscious or unconscious. • Internalized - Affects victims of systemic oppression. Includes conscious or unconscious attitudes regarding inferiority or differences based upon race. [Note: the REJI Toolkit uses the expanded term Internalized Racial Oppression defined further in the glossary] • Interpersonal (interactions among people) <ul style="list-style-type: none"> ○ Actions that perpetuate race-based inequities ○ Intentional or unintentional ○ Microaggressions • Institutional - Institutional racism occurs <i>within and between institutions</i>. Institutional racism is discriminatory treatment, unfair policies and inequitable opportunities, impacts, and outcomes, based on race, produced and perpetuated by institutions (schools, mass media, the criminal justice system, courts, etc.). • Structural - Structural Racism encompasses the entire system of white supremacy, in all aspects of society, including our history, culture, politics, economics, and our entire social fabric. Structural Racism is the most profound and pervasive form of racism - all other forms of racism (e.g., institutional, interpersonal, internalized, etc.) emerge from structural racism. 	<p><i>Type(s) racism at issue and how each manifest or might manifest in the advocacy you seek to undertake. List specific examples, if possible.</i></p>
<p>Questions to Consider</p> <ul style="list-style-type: none"> • What types of racism are at work on this issue? • What steps will you take throughout this work to prevent against unconscious racial bias, internalized racial bias, and review decisions to prevent unintended racial bias? • If your clients are People of Color and you are white, how will you interact with them in a fair, culturally competent, and equitable way? 	

<ul style="list-style-type: none"> • If you are a Person of Color, how will you address your needs in this process? What tools will you use? What tools will you need? • How will you address your own power and privilege? As a lawyer? • What aspects of viewing this work as racialized are challenging? How will you address those challenges? 	
<p>Data</p>	
<p>Research and analyze the quantitative and qualitative evidence of inequities for this advocacy. Consider what information is missing that you might need.</p>	<p>Data Analysis/Data Needs</p>
<p>Questions to Consider</p> <ul style="list-style-type: none"> • What factors may be producing and perpetuating racial inequities associated with this issue? • How did the inequities arise? • What data resources do you need? How will you obtain them? • Can you use mapping for this process? Other visual imagery? • What supports will you need to collect and analyze data? • How will you measure your work? 	
<p>Messaging</p>	
<p>History shows that to be effective in moving hearts, minds, and policy over the long term, we need more integrated and strategic messaging that mobilizes our base, while also working on expanding our constituencies by bringing those in the middle toward our cause. We can do this with a strong, values-based narrative like Opportunity for All, which can change the larger national conversation, shift the culture, and result in lasting change. (p. 3, Opportunity Agenda Tool Kit)</p>	<p><i>Messaging Plan (Create a Values, Problem, Solution, Action statement)</i></p>
<p>Questions to Consider</p> <ul style="list-style-type: none"> • What is the value behind your advocacy goals? • What is the problem you are addressing? • What is the solution you propose? • What action should people take? • How can you talk about race in your messaging? • Will you or the community or group you are working with lead the messaging? 	