

Condensed Racial Equity Toolkit

As we address the disproportionate outcomes related to COVID-19, it is imperative that we maintain our commitment to leading with racial equity. This condensed version of the Racial Equity Toolkit can guide us to ensure we center race in our decision-making.

The RET asks us to:

1. Identify a racial equity outcome as our north star goal.

What is the issue and what are we really trying to accomplish?

2. Gather relevant data for the problem we are attempting to solve

a) Analyze the raw data. For example: (Native Americans, Black folks, undocumented/mixed status immigrants, prisoners, insecurely housed, Queer and trans folks of color, single low-income people w/o community supports and folks in recovery).

b) Identify those most impacted by the decision we are about to make.

c) Talk to the folks we believe will be most directly affected. Center these relationships.

3. How will our most impacted benefit from our stated course of action?

And, how will our most impacted be burdened by our stated course of action?

4. What are potential unintended consequences?

Are there risks we can foresee? If so, how can we minimize the risk of harm to our most impacted communities?

5. Are we developing sustainable relationships in this moment?

Are we developing mechanisms to evaluate the impact of this decision in the everyday lives of community members?

6. Continue to center relationships.

Receive feedback from community whether said decision has had individual and collective impact.