# NEXT STEPS - 4 STEPS TO EMBED RACE EQUITY

## ADVANCE AND EMBED RACE EQUITY

1. **GET EVERYONE ON THE SAME PAGE: UNDERSTANDING RACE EQUITY AND INCLUSION PRINCIPLES**
   - Collaborate on diversity goals and objectives.
   - Integrate diversity values throughout agency; include in written and electronic documents, e.g., reports, newsletters, websites.
   - All trainings (even IT) should include implicit bias and diversity principles.
   - Include diversity questions in hiring and screening.
   - Ambassador program - grow inter-agency expertise.
   - Engage and empower stakeholder roles in reducing bias.
   - Develop fact sheet.
   - Educate community, include local officials in the conversation.
   - Launch campaigns, e.g., *Schools Not Prisons*, to educate community.
   - Use a shared symbol to indicate solidarity on ending disparities.

2. **FINDING THE NEEDLE IN THE HAYSTACK: CROSS-SYSTEMS COLLABORATION AND PROBLEM SOLVING**
   - What disparities occur at critical decision points within and between systems? Support data collection along the decision point continuum, e.g., juvenile justice, school referrals, mental health, community stakeholders.
   - Analyze agency outcomes, e.g., overrides to structured decision-making tools.
   - Explore how race interacts with other systems of inequality, e.g., gender, social class, sexuality, foster youth, disabilities, immigration status.
   - Conduct *racial impact assessment* to assess organization for responsiveness and tolerance of diversity values, (see *Bias Checklist*) e.g., language, stereotypes and narratives, "these kids are the worst of the worst", thugs, broken homes.

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MODIFIED BY Dr. RITA CAMERON WEDDING, TO BE USED WITH BIAS CHECKLIST AND RACIAL IMPACT ASSESSMENT TOOL.
### 3. Redesigning Organizational Culture to Reduce Implicit Bias

- Consider the use of intervention tools. (de-biasing techniques e.g. raise awareness of implicit bias, counter stereotype training).
- Provide opportunities to openly discuss practices that reflect microaggressions.
- Consider informal data. Don't be colorblind, use anecdotal evidence, listen to affected groups perspectives about inequality.
- Promote positive representations and images of all groups.

### 4. I Will Challenge My Implicit Biases

- Develop personal resource library, fact sheets. Informal learning sessions e.g. Brown Bag Lunches, videos, reading materials, webinars /online education tools, classes, lectures and conferences.
- Periodically take the Harvard implicit association test.
- Conduct “self-checks” for bias.
- Get to know the groups about whom I make decisions.
- Conduct a racial impact assessment to conduct a review of decisions and outcomes associated with my work.
- Conduct a small test of change.
- Become an Ambassador to educate others.