

NEXT STEPS - 4 STEPS TO EMBED RACE EQUITY

ADVANCE AND EMBED RACE EQUITY ¹	IDENTIFY PERSONAL OR ORGANIZATIONAL GOALS
<p>1. GET EVERYONE ON THE SAME PAGE: UNDERSTANDING RACE EQUITY AND INCLUSION PRINCIPLES</p> <ul style="list-style-type: none"> • 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., <i>Schools Not Prisons</i>, to educate community. • Use a shared symbol to indicate solidarity on ending disparities. 	
<p>2. FINDING THE NEEDLE IN THE HAYSTACK: CROSS-SYSTEMS COLLABORATION AND PROBLEM SOLVING</p> <ul style="list-style-type: none"> • 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 <i>racial impact assessment</i> to assess organization for responsiveness and tolerance of diversity values, (see <i>Bias Checklist</i>) e.g., language, stereotypes and narratives, “<i>these kids are the worst of the worst</i>”, thugs, broken homes. 	

¹ 4 STEPS TO ADVANCE AND EMBED RACE EQUITY (¹ Race Equity and Inclusion Action Guide; Annie E. Casey Foundation) MODIFIED BY Dr. RITA CAMERON WEDDING, TO BE USED WITH BIAS CHECKLIST AND RACIAL IMPACT ASSESSMENT TOOL

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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.