

Plan Title: _____

Reviewer/Reviewers: _____

Racial Equity Tool – Using Best Practices

1. How does the plan promote racially inclusive collaboration and engagement?

RACIAL EQUITY BEST PRACTICES

1. Which community does this plan impact? The Manson internal community? External community? Both?
2. How will you identify the racial/ethnic groups potentially affected by this plan?
3. What process will you undertake to collaborate and engage in a dialogue with communities of color (internally and/or externally) who have traditionally not been involved in the development, implementation and evaluation of this change?

2. How does the plan educate on racial issues or raise racial consciousness?

RACIAL EQUITY BEST PRACTICES

1. How does the plan educate about the history and current realities regarding race, racism, and the opportunity gap or the Antiracist Multicultural Organization?
2. Is there any educational information that could be added to strengthen the plan?

3. How does the plan reflect a consideration of community conditions and set goals for eliminating racial inequity? (Assessment and goal setting should be a process with community involvement.)

RACIAL EQUITY BEST PRACTICES

1. Are the community conditions and/or agency racial inequities clearly documented? If not, what is your plan for assessing the community conditions?
2. Are there goals and measures for eliminating racial inequity, if so what are they?
3. How will goals be adjusted regularly to keep pace with changing community needs and racial demographics?
4. What additional information could be added to strengthen the plan?

4. How will the plan expand opportunity and access for the Manson internal and/or external community?

RACIAL EQUITY BEST PRACTICES

1. How does the plan increase opportunity and/or access for those who historically have been excluded? This means, more explicitly, who benefits from and/or who is harmed by the plan?
2. What are the strategies to improve access for ethnically diverse communities, including immigrants and refugees? Are interpretation and translation policies helping to improve access?
3. What additional information could be added to strengthen the plan or the practices impacted by this plan?

5. How will the plan affect systemic change? (An analysis of power and gate keeping is critical. How are issues of internalized superiority and inferiority being attended to?)

RACIAL EQUITY BEST PRACTICES

1. How does the plan make changes within the organization to eliminate institutional racism?
2. Does the plan make provisions for accountability? If so, what are they?
3. How does the plan work to address and eliminate structural racism?
4. Is there any additional information that could be added to strengthen the plan or the practices impacted by this plan?

6. What strategies for eliminating racial inequity does the plan suggest?

RACIAL EQUITY BEST PRACTICES

1. What are the overall goals and outcomes? What are the specific strategies for decreasing racial inequity and/or increasing student achievement? How do the specific strategies work to decrease racial inequity and increase student achievement?
2. How will strategies be adjusted regularly to keep pace with changing community needs and racial demographics?
3. Is there any additional information that could be added to strengthen the plan or the practices impacted by this plan?

After conducting the analysis:

What are the lessons learned?

What resources are needed to make changes?

What are the next steps?