Racial Equity Impact Tool – A Framework for Decision-Making

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Check in.

Why do you think it’s important to be here today?
What creates different life outcomes?

- employment
- transportation
- housing
- health
- education
- income
- justice
Racial equity means:

- Closing the gaps
- Improving outcomes for all

Target strategies
- Focus on changing policies, institutions and structures
Bias – a closer look

Institutional Explicit
- Policies which explicitly discriminate against a group.

Institutional Implicit
- Policies that negatively impact one group unintentionally.

Individual Explicit
- Prejudice in Action - discrimination.

Individual Implicit
- Unconscious attitudes and beliefs.
Racism on three levels

**Individual:**
Pre-judgment, bias or discrimination by an individual, based on race

**Institutional:**
Policies, practices and procedures that work better for white people than for people of color

**Structural:**
Institutional racism across all institutions = a system that negatively impacts communities of color
Hennepin County’s approach to advancing racial equity

Using the Racial Equity Impact Tool
Racial Equity Impact Tool
What is a Racial Equity Impact Tool?

Actively inserts racial equity consideration into decision making
Using the Racial Equity Impact Tool

1. Set desired results
2. Collect and analyze data
3. Community engagement
4. Strategies for racial equity
5. Implementation
6. Communication and accountability
Step 1

Setting Outcomes
Step One – Proposal

1. Describe the policy, program, practice, or budget decision under consideration?

1a. What are the intended results (in the community) and organization outcomes (within your organization/client population)?

1b. Which of the seven disparity domains does this proposal align with?

1c. Does the proposal primarily have an internal or external impact?

1d. What areas/issues does the proposal have an ability to impact?
Step 2

Data
Step 2 – Data

2a. Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)?

2b. What does population level data tell you about existing racial inequities, root causes or factors influencing racial inequities?

2c. What performance level data do you have available for your proposal?

2d. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data?
Step 3

Community Engagement
Step 3 – Community Engagement

• 3a. Who are the most affected community members? How have you involved these community members in the development of this proposal?

• 3b. What has your engagement process told you about the burdens or benefits for different groups?

• 3c. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?
A Continuum of Engagement

- Inform
- Consult
- Collaborate
- Empower

Source: IAP2 International Federation
Step 4

Analysis and Strategies
Step 4 – Analysis and Strategies

4a. How will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?

4b. What are potential unintended consequences? How can your proposal be modified to enhance positive / reduce negative impacts?

4c. Are the impacts aligned with the community outcomes defined in Step #1?

4d. How will you address impacts? Are there complementary strategies that you can implement?
Root Cause Analysis

Step back and assess your proposal and think about the racial equity implications. Ask yourself “WHY?” or “Why else?” 3-5 times

Why are there racial disproportionalities?
Why else?
Why else?
Why else?
Why else?

What are the explanations at an individual, institutional and structural level?
Who benefits from and who is burdened by the decision?
Step 5

Implementation
Step 5 – Implementation

• 5a. What is your implementation plan, including actions, accountability, necessary resources and timelines for each strategies?

• 5b. Is your plan realistic, adequately resourced and funded?
## Implementation Plan

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Action/Task</th>
<th>Person Responsible</th>
<th>Deadline</th>
<th>Resources Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>The strategies created in step 4</td>
<td>Break it down into actionable steps</td>
<td>Assign ownership</td>
<td>Be disciplined about moving from planning to execution</td>
<td>What is needed to support successful implementation?</td>
</tr>
</tbody>
</table>
Step 6

Accountability
Step 6 – Accountability

6a. How will impacts be documented and evaluated? Do you have a plan to make course corrections, if needed?

6b. What are your messages and communication strategies? How will you share your analysis to leadership, project sponsor, and stakeholders/ community?

6c. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable?

6d. What issues remain unresolved? What resources/partnerships do you still need to make changes?
Performance Measures

**How Much?**
- Workload
  - Output
  - Products
  - Community meetings
  - Contracts
  - Hires
  - Trainings

**How Well?**
- Quality
  - Perception of quality
  - Efficiency measure

**Better off?**
- Effectiveness
  - Impact
  - Succeeded
  - Met/Exceeded
  - Disparity reduced

Change in:
- Circumstance
- Skills / Knowledge
- Attitude / Opinion
- Behavior
Communication

• What are your messages?
• Message purpose?
• How?
• To whom?
• When?
REIT in Crisis Response and Recovery

Central questions

• Who was involved in making the decision and what data was used to guide it?
• What are the racial equity impacts of the decision?
• Who will benefit from or be burdened by the decision?
• Are there strategies to mitigate the unintended consequences?
Discussion
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