



INTEREST FORM TO PARTICIPATE IN THE RACIAL EQUITY TOOL PILOT!

Thank you for your interest in participating in the pilot for the Racial Equity Tool. Many of you have expressed interest in promoting racial equity in your work and have also shared that additional resources to help you do so would be a great next step.

We are excited to announce The Racial Equity Tool Pilot Program. This pilot program is a 5-month opportunity for your team to receive specialized support in applying a racial equity lens to your work in real time! You will receive the first version of the Racial Equity Tool—a tool that will help government agencies, the city council, and community partner organizations embed racial equity in their everyday work. You will also receive specialized training and monthly technical assistance from practitioners in the Office of Race and Social Equity to help you implement the tool on a project that you and your team are working on! The pilot is expected to launch in April 2023 and conclude by September 2023.

As you use this tool with your team, you will not only grow individually and collectively in your racial equity journey, but you will also be able to help the Office of Race and Social Equity strengthen the tool before its city-wide launch in the Winter of 2024!

Please submit your 1-2 page response to the questions below no later than Friday, March 31st at 6pm EST. Send all responses to Kim Hurley (Kim.Hurley@alexandriava.gov) with this title "RACIAL EQUITY TOOL PILOT PROGRAM RESPONSE." Feel free to reference this [Frequently Asked Questions Sheet](#) for additional questions about the pilot and the process to participate, or email Ms. Hurley for further assistance.

1

Share the names, titles, and racial/ethnic backgrounds of your team. Please also identify the team contact person and provide their email.

2

Share what racial equity training you and your team have already engaged in.

3

Share how you and your team have used what you learned in the training to apply racial equity in your work. This can include:

- Continued education, or informal ongoing conversations, about race, racism, and racial equity.
- Examples of ways you and your team have sought to implement racial equity in your work, programs, and policies.
- Whether your team has made internal changes like revising your value and mission statement to prioritize racial equity; racially diversifying your board and/or leadership; creating a committee dedicated to racial equity; or partnering with communities of color.

4

Share the project that you and your team would use the Racial Equity Tool on during the pilot.

Be as specific as possible. How do you envision the Racial Equity Tool helping you promote racial equity in this project and what internal support will you have?

Pilot Participation Criteria + Expectations

It is recommended that organizations or agencies interested in participating in the pilot can demonstrate some of the following aspects:

- ✓ Participation in a racial equity training from the Office of Race and Equity, from GARE, or from another trusted racial equity organization.
- ✓ Has a working understanding of race and racial equity.
- ✓ Has already started engaging in conversations of racism and racial inequities within their work as a team and can demonstrate this commitment in their work.
- ✓ Has a desire to implement racial equity in their work or has already demonstrated an ability to start implementing racial equity in their work.
- ✓ Has identified a project that they can use the Racial Equity Tool on within the timespan of the pilot.
- ✓ Has internal support to use the Racial Equity Tool to promote racial equity.
- ✓ Commits to attending the orientation and training sessions in April; the monthly coaching calls from April to September; and the closing reflection meeting in September.
- ✓ Commits to providing the Office of Race and Equity with feedback on their experience of the tool, including ways it can be strengthened.