

# AT A GLANCE:

# THE RACIAL EQUITY TOOL

**What is the Racial Equity Tool?** The Racial Equity Tool is a step-by-step guide to help you and your team apply a racial equity lens to your work. The longer toolkit provides definitions of racial equity and related terms, a self-assessment, and practical case study.



**Do your research before connecting with BIPOC communities and starting Stage 1.**

**Assess:** What are you working on? What are the root causes of racial inequities in this topic?

**Discuss:** What is the racial makeup of your internal team?

**Consider:** How does this project align with City/organizational priorities?

**Research:** What information do you have about who is impacted?

**Evaluate:** How did your team promote racial equity in this stage using the racial equity rubric?



**Connect with BIPOC communities, hear their expertise, and make sure you both agree on the path forward.**

**Discuss:** How do members of the community want to engage with you and your organization?

**Co-Align:** Do we agree that this is the right topic?

**Co-Design:** Agree on the process for future stages.

**Co-Evaluate:** How did your team promote racial equity during this stage using the racial equity rubric?



**Work with BIPOC communities to co-develop a racially equitable strategy.**

**Research:** What are the disaggregated data outcomes by racial and ethnic group?

**Co-Strategize:** Brainstorm strategies and existing best practices within impacted BIPOC communities and the benefits and burdens of the proposed strategies.

**Co-Evaluate:** How did your team promote racial equity during this stage using the racial equity rubric?



**Work with BIPOC communities to implement the project in a way that shares power.**

**Co-Assign:** Who is responsible for all actions and deliverables?

**Co-Reflect:** How is each step within the implementation process promoting power sharing with BIPOC who are directly impacted?

**Co-Implement:** Put plan into action.

**Co-Evaluate:** How did your team promote racial equity, empowerment, and engagement using the racial equity rubric and BIPOC Stakeholder Engagement Spectrum?