

## Example Racial Equity Questions

Questions	
Applied Research Center – Racial Equity Impact Assessment Guide	<p>Below are example questions to use to anticipate, assess and present potential adverse consequences of proposed actions on different racial groups:</p> <ol style="list-style-type: none"> <li>1. <u>Identify Stakeholders</u>: Which racial/ethnic groups may be most affected by and concerned with the issue related to this proposal?</li> <li>2. <u>Engaging Stakeholders</u>: Have stakeholders from different racial/ethnic groups – especially those most adversely affected – been informed, meaningfully involved and authentically represented in the development of this proposal? Who’s missing and how can they be engaged?</li> <li>3. <u>Identifying and Documenting Racial Inequities</u>: Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address? How are they affected differently? What quantitative evidence of inequality exists? What evidence is missing or needed?</li> </ol>
ELAA Racial Equity Policy Evaluation Tool	<p>The tool is intended to support our effort to look for the racial equity impacts of policy proposals and to enhance our advocacy.</p> <ol style="list-style-type: none"> <li>1. Does the policy include a data component that is disaggregated by race and ethnicity on an ongoing basis?</li> <li>2. Who most benefits and why? Who doesn’t benefit? Why? What are the unintended consequences for communities of color?</li> <li>3. How have impacted community members been consulted? How has their feedback been integrated? Is an ongoing feedback loop embedded? What kind of accountability is there for institutions to implement feedback?</li> <li>4. Who is this accountable to? How are power/structures functioning?</li> </ol>
PSESD Racial Equity Tool	<ol style="list-style-type: none"> <li>1. What are the overall goals and outcomes of the program, policy, or procedure? What are the specific strategies for decreasing racial inequity? How do the specific strategies work to decrease racial inequity?</li> <li>2. How will strategies be adjusted to keep pace with changing community needs and racial demographics?</li> </ol>
Oregon Education Investment Board Equity Lens	<ol style="list-style-type: none"> <li>1. Who are the racial/ethnic and underserved groups affected? What is the potential impact of the resource allocation and strategic investment to these groups?</li> <li>2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences? What is the impact on eliminating the opportunity gap?</li> <li>3. How does the investment or resource allocation advance the 40/40/20 goal?</li> <li>4. What are the barriers to more equitable outcomes?</li> <li>5. How have you intentionally involved stakeholders who are also members of the communities affected by the strategic investment or resource allocation? How do you validate your assessment in 1, 2 and 3?</li> <li>6. How will you modify or enhance your strategies to ensure each learner and communities’ individual and cultural needs are met?</li> <li>7. How are you collecting data on race, ethnicity, and native language?</li> <li>8. What is your commitment to P-20 professionals learning for equity? What resources are you allocating for training in cultural responsive instruction?</li> </ol>

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Oregon Dept. of Human Services Service Equity Framework	<p>Guiding Questions:</p> <ol style="list-style-type: none"> <li>1. What methods are currently in place to measure and assess the overall satisfaction of those you serve?</li> <li>2. How are clients and advocates currently involved in your decision making process?</li> <li>3. What efforts are in place now to engage with local communities?</li> </ol>
NEP – The Frame of a Racial Equity Lens	<ol style="list-style-type: none"> <li>1. What level of consciousness do colleagues, partners and affiliates possess about the forces underlying inequity?</li> <li>2. Who are the people affected by the current structure of oppression? Are they at the table?</li> <li>3. Who shapes the dominant narrative about those being served at any given moment? How are different constituents described? How would they tell their story is there a counter-narrative coming from those being served?</li> <li>4. What are the specific disparities/inequities we seek to eliminate through this collective focus and action? What barriers stand in the way of achieving more equitable outcomes?</li> <li>5. What will an equitable OUTCOME look like? How will we KNOW we have made progress? When do we expect to see results? What is our timeframe?</li> <li>6. How safe is it for different people to share their truths here, and how can I foster a culture of safety and relational trust to move forward?</li> <li>7. How can I build my practice as a leader for equity, starting with who I am and how I understand my own experiences around oppression?</li> <li>8. How can I build the alliances to move forward in making decisions that interrupt reproductive practices?</li> </ol>