



Racial Equity Assessment Tool

Youthpraise calls for a Minnesota where racial equity is institutionalized in every policy. Unlike the blatantly discriminatory policies of the past, most policies today are not designed to intentionally exclude or to create additional barriers for youth of color. But unfortunately, many policies still have real consequences that adversely affect how young people of color experience and interact with systems. These policies are “facially neutral” or race silent¹ but repeated interactions lead to outcomes that, over time, cause the disparate statistics outlined below. This is not a fixed reality; with intention, it can shift. For this culture to change, policymakers must design not with “implicit bias, but explicit equity.”²

A Focus on Equity:

- Expressly disrupts racial bias embedded in policies, procedures and systems
- Builds in decision-making guides that evoke consideration of equity
- Fosters active engagement and empowerment of stakeholders
- Gives distinct, specific and sufficient attention to key disparities/inequities
- Supports and implements strategies to remove barriers
- Systematically analyzes potential impacts on disadvantaged groups

Youthpraise has adapted³ a racial equity assessment tool to guide our work and help organizations examine their own policies to advance explicit equity. While this does not serve as an immediate cure-all, embracing an explicit equity lens does help Minnesota move toward equity and away from perpetuating disparities.

¹ *An Introduction to Racial Equity Assessment Tools*. Race Forward, March 2014. www.raceforward.org.

² Ibid.

³ Adapted from Greenlining Institute, <http://greenlining.org/wp-content/uploads/2013/02/GIREFLayout.pdf>.

RACIAL EQUITY ASSESSMENT TOOL⁴

1. GATHER THE RIGHT INFORMATION

- What specific issue is this policy intending to address?
- What does the proposal seek to accomplish?
- Will it reduce disparities or discrimination?
- What decisions may reinforce the status quo, implicit bias and current inequities?
- Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal? How are they affected differently?
- What quantitative and qualitative evidence of inequity exists around the issue that this policy is supposed to address?
- How might implementation play out differently across communities?
- What additional information is missing or needed?

2. IDENTIFY & ENGAGE STAKEHOLDERS

- Who are the stakeholders who may be positively or negatively affected by this policy? How can we best inform them?
- How can we meaningfully engage potentially affected stakeholders as active participants?
- 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?

3. IDENTIFY POLICY HOLES

- What adverse impacts or unintended consequences could result from this policy if enacted as written?
- How would different racial/ethnic groups be impacted if policy were enacted or implemented as written?

4. ADVANCE EQUITABLE IMPACTS

- What positive impacts on equality and inclusion, if any, could result from this proposal?
- Which racial/ethnic groups could benefit?
- Are there further ways to maximize equitable opportunities and impacts?

⁴ Adapted from Greenlining Institute, <http://greenlining.org/wp-content/uploads/2013/02/GIREFlayout.pdf>.