Advancing Race Equity and Inclusion in the Context of Results Accountability Plan
7 Key Steps to Advancing Race Equity & Inclusion

STEP 1: establish an understanding of race equity and inclusion principles

STEP 2: engage affected populations and stakeholders

STEP 3: gather and analyze disaggregated data

STEP 4: conduct systems analysis of root causes of inequities

STEP 5: identify strategies and target resources to address root causes of inequities

STEP 6: conduct race equity impact assessment for all policies and decision making

STEP 7: continuously evaluate effectiveness and adapt strategies
Results Accountability Plan

Whole Population
Result
Indicators
Story Behind the Data
Population Strategies
Partners
Program Population
Program Result
Performance Measures
Program Strategies and Activities
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These seven questions can be cross-walked with the key elements of a Results Accountability Plan.

Groups developing and implementing Results Accountability Plans should ask themselves the questions on the following slides to ensure they are addressing race equity and inclusion.
Population Results

Questions to Ask:
• Does the Population Results Statement demonstrate a commitment to racial equity?
Questions to Ask:

- In what ways are stakeholders most affected by the issue involved in addressing it?
- How can engagement of partners be inclusive, representative, and authentic?
- How can diverse communities be engaged early so they have a real opportunity to shape solutions and strategies?
Questions to Ask:
- To what extent is disaggregated data gathered and analyzed?
- What/whose mental models are the data and outcomes being interpreted through?
- What additional data is needed to make decisions?
Questions to Ask:
• What are the racial inequities, barriers, or outcomes involved? Who is burdened most and who benefits most?
• What are the key causes or contributing factors? What is the story behind the curve?
Questions to Ask:

- Do you have the right mix of targeted and universal interventions/strategies to reduce racial disparities?
- How can those most adversely affected by the issue be actively involved in solving it?
Questions to Ask:
• Are all racial and ethnic groups that are affected by the policy, practice or decision at the table?
• How will the proposed policy, practice or decision affect each group?
• Does the policy, practice or decision worsen or ignore existing disparities?
Questions to Ask:

• To what extent are your interventions/strategies accomplishing your racial equity goals? What have you learned from recent efforts to date?
• What was the intent of the original plan? What was the impact? What is the unintended residue of your actions?