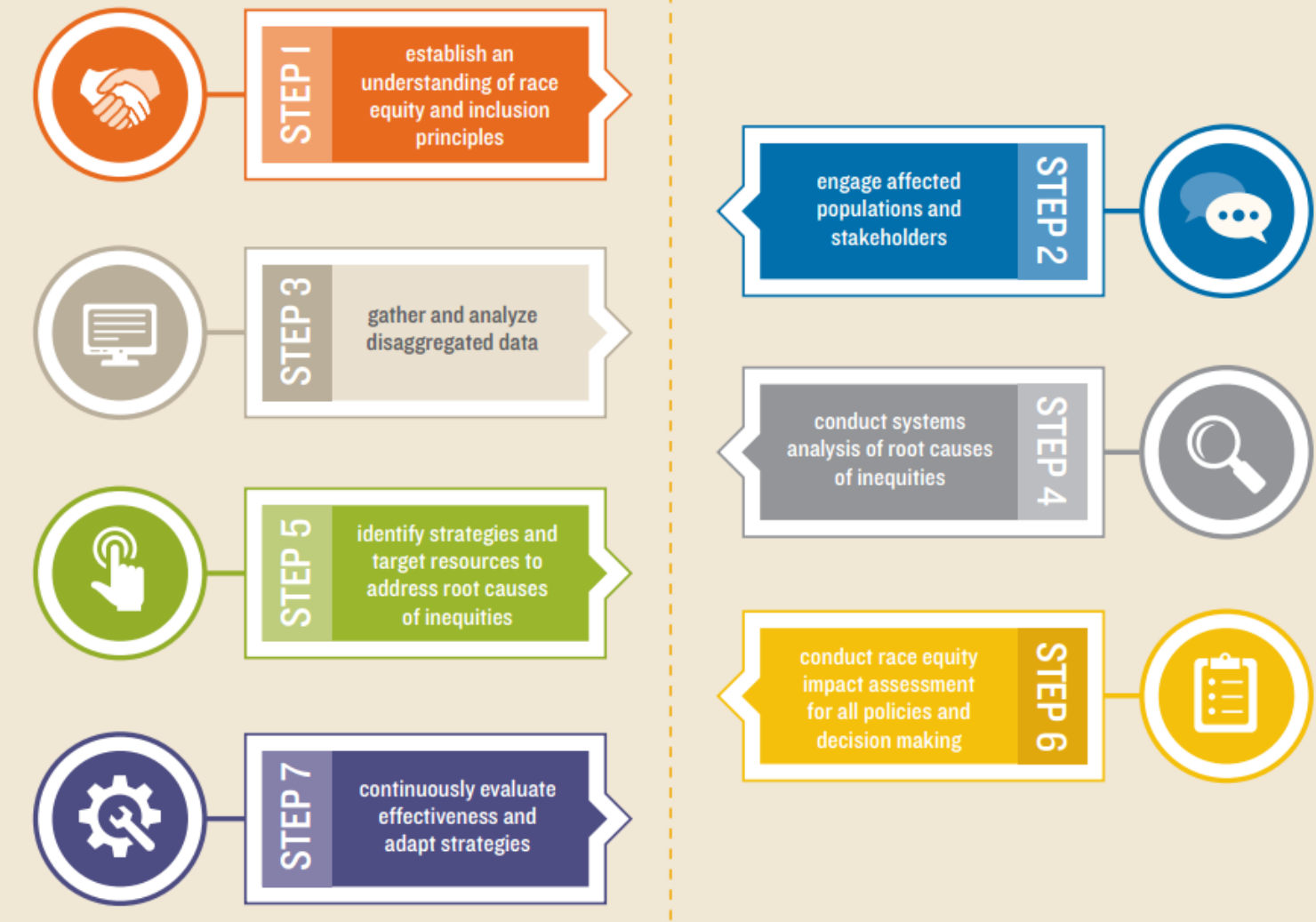
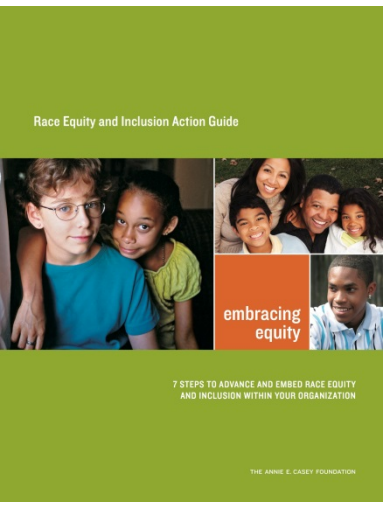


Advancing Race Equity and Inclusion in the Context of Results Accountability Plan

7 Key Steps to Advancing Race Equity & Inclusion



Results Accountability Plan

Whole Population

Result

Indicators

Story Behind the Data

Population Strategies

Partners

Program Population

Program Result

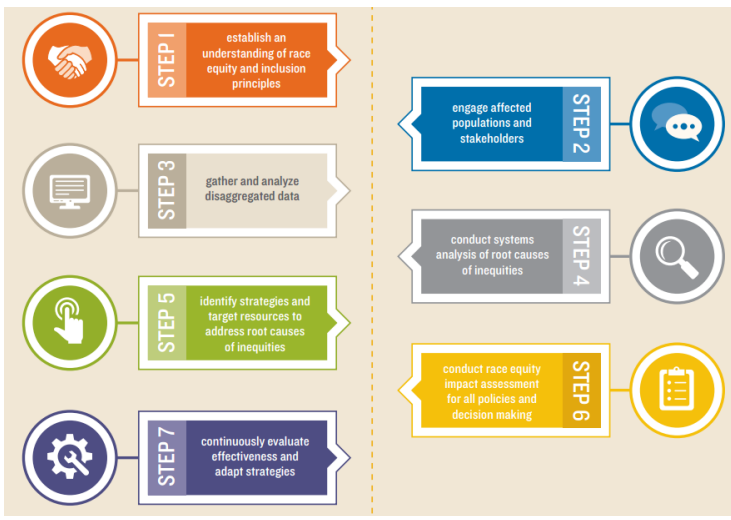
Performance Measures

Program Strategies and Activities



7 Key Steps to Advancing Race Equity & Inclusion

- Whole Population
- Result
- Indicators
- Story Behind the Data
- Population Strategies
- Partners
- Program Population
- Program Result
- Performance Measures
- Program Strategies and Activities



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?



**Story Behind the
Data
Population
Strategies
Partners**



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?



Factor Analysis

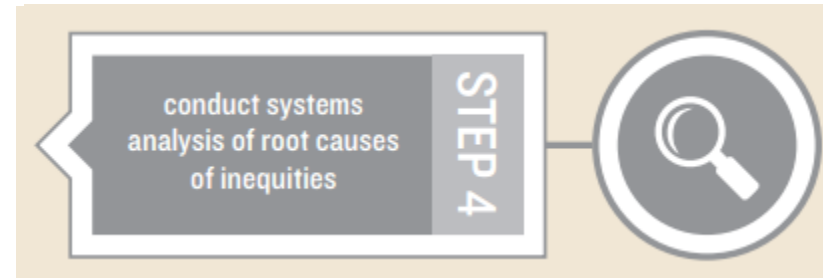


Questions to Ask:

- 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?



Factor Analysis



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?



Population Strategies Program Strategies



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?



**Factor Analysis
Population
Strategies
Program Strategies**

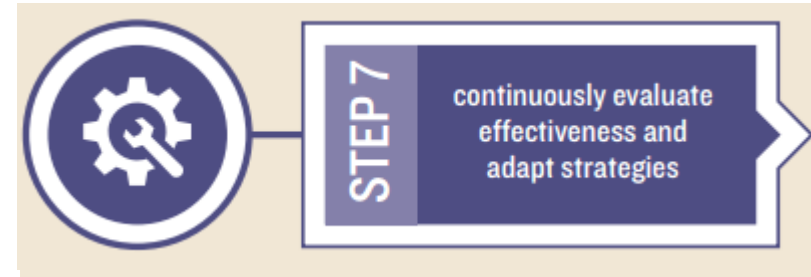


Questions to Ask:

- 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?



**Indicators
Population
Strategies
Program Strategies
and Activities
Performance
Measures**



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?

