

Racial Equity Lens: 4 Key Steps



1. Analyze the data and information about race and ethnicity
2. Understand the disparities – and learn why they exist
3. Look at problems and their root causes from a structural standpoint
4. Name race explicitly when talking about the problem AND solution.

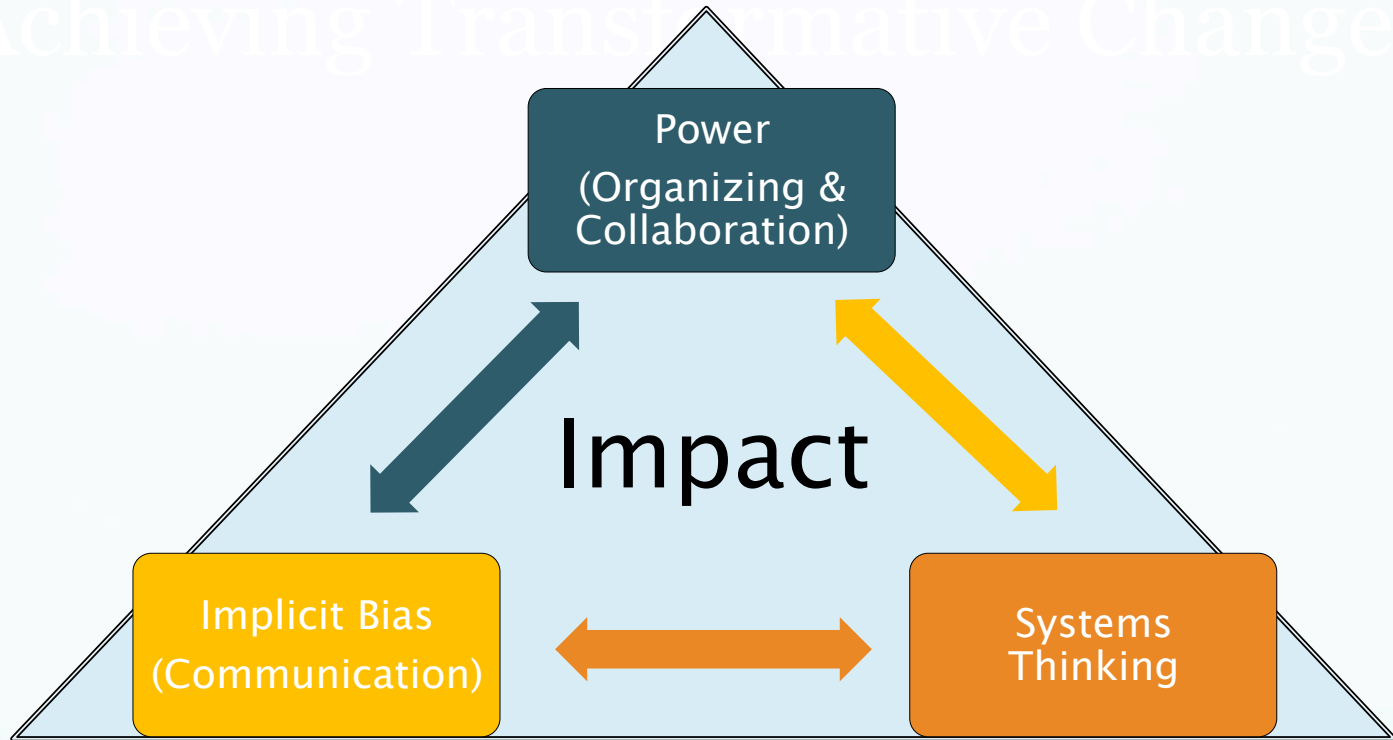
Grantmaking with a Racial Equity Lens



Asks

- How are existing racial disparities standing in the way of the goals we seek to fulfill?
- What do we see as the forces behind those disparities?
- What systems are perpetuating them?

Achieving Transformative Change



How do we ensure that our everyday transactional work is not hindering transformative change, but rather supporting it?

Countering Implicit Bias

- **Doubt Objectivity**— When we assume our own objectivity, implicit bias affects us more not less. Instead of assuming we're considering things objectively, we need to understand how implicit bias works. By doing this, and by being skeptical of our own objectivity, we can decrease the likelihood of biased decision making.
- **Increase Motivation to be Fair**—One obvious strategy our culture tends to use is to increase people's fear of being called out for being racist. The problem with this strategy is it raises our racial anxiety, causing secondary problems. Concentrating on a positive desire for fairness rather than fear of being called out helps to decrease biased actions.
- **Improve Conditions of Decision-Making**—Implicit bias happens automatically, and influences our decision making automatically. When we take ourselves off autopilot—when we “think slow” instead of “thinking fast”— and move forward deliberately, our behavior tends to actually reflect our values instead of our biases.
- **Focus on Outcomes**—implicitly biased behavior is best detected by using data to determine patterns. Is a process we think is fair leading to racially disparate outcomes? It's likely that bias is affecting that process in ways we hadn't considered.
- [Based on research of Jerry Kang, UCLA, Vice Chancellor for Equity, Diversity and Inclusion \(as shared by Perception Institute\)](#)

CHOOSING THE PATH AND TAKING STEPS TOWARDS EQUITY

SAME OLD CHOICES & ACTIONS



SAME OUTCOMES:
INEQUITY, EXCLUSION,
PERPETUATION OF 'ISMS'

EQUITY-DRIVEN CHOICES & ACTIONS

DIFFERENT OUTCOMES:
EQUITY, INCLUSION,
PREVENTION OF 'ISMS'

Using Choice Points to Advance Equity and Inclusion

1. Where are the decision-making points that affect outcomes?
2. What decisions/actions may be reinforcing the status quo, implicit bias and current inequities?
3. What alternative action options could produce different outcomes?
4. Which action will best advance equity and inclusion?
5. What reminders, supports and accountability systems can be structured into routine practices to keep equity as a high priority?

Equity Primes/Protocols in Philanthropy

Racial data

Equity Impact Assessments

Race questions in applications

Site visit questions

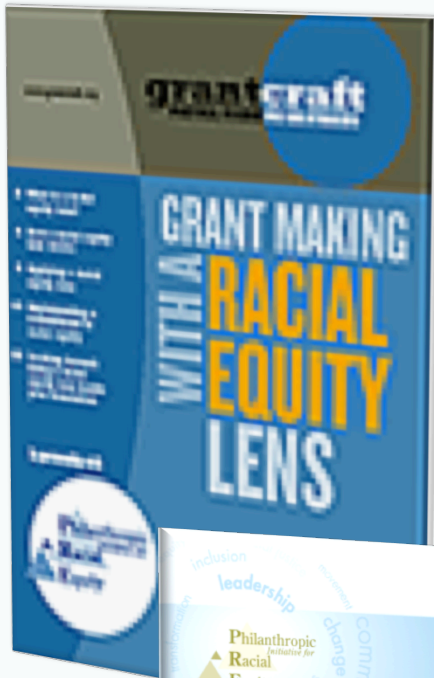


Small Group Discussion Questions

What are some of choice points in your foundation that might lend themselves to alternative practices or policies to impact racial equity?

What are the barriers/opportunities to advance using this analysis or these tools?





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