



Racial Equity Tool

Step 1: What is your proposal and the desired results and outcomes?

1. Describe your policy, program, practice or budget decision:
2. What are the intended results within the Village of Oak Park?
3. What is the intended outcome within this organization?
4. What does this proposal have an ability to impact?

Children and youth	Health
Community Engagement	Housing
Contracting Equity	Human Services
Criminal Justice	Jobs
Economic Development	Parks and recreation
Education	Planning and Development
Environment	Transportation
Food access and affordability	Utilities
Government Practices	Workforce Equity
Other: _____	

Step 2: What's the data? What does the data tell us?

1. Will the proposal have impacts on specific neighborhoods, areas, or regions? What are the racial demographics of those living in the area?
2. What does the population level data, including quantitative and qualitative, tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
3. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies?
4. Are there data gaps? What additional data would be helpful in analyzing the proposal?> If so, how can you obtain better data?

Step 3: How have communities been engaged? Are there opportunities to expand engagement?

1. Who are the most affected community members who are concerned with or have experiences related to this proposal? How have you involved these community members in the development of this proposal?
2. What has your engagement process told you about the burdens or benefits for different groups?
3. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

Step 4: What are your strategies for advancing racial equity?

1. Given what you have learned from research and stakeholder involvement, how will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?
2. What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
3. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community/ How will you partner with stakeholders for long-term positive change?
4. Are the impacts aligned with your community outcomes defined in Step 1?

Step 5: What is your plan for implementation?

1. Describe your plan for implementation.

2. Is your plan:

Realistic

Adequately funded

Adequately resourced with personnel?

Adequately resourced to ensure on-going data collection, public reporting and community engagement?

If the answer to any of these questions is no, what resources or actions are needed?

Step 6: How will you ensure accountability, communicate, and evaluate results?

1. How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
2. What are your messages and communication strategies that will help advance racial equity?
3. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long haul?