

# Applying a Racial Equity Framework

For the race-related challenge you are addressing, use these questions to generate learning, ideas and action steps.

- 1. Racial Impacts:** What are the racial impacts of the current situation--who is harmed and who benefits most by the racial bias or barriers? (If you are uncertain, how could you learn more about the current consequences?)
  
- 2. Racial Equity Options and Opportunities:** What are some alternative strategies and actions you could take to advance racial equity and inclusion? What could you do differently to achieve equitable outcomes? Things to consider: Are you explicitly addressing racism and racial equity? Are you addressing root causes? Are you advancing a systemic solution? Is it manageable/doable (e.g. starting with a “3-pound weight”)?
  
- 3. Next Steps:** What can you do next to move your ideas forward, which stakeholders need to be engaged, and how will you actively and authentically engage them? You can use the chart below to organize your ideas.

What	Who	When

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