

Addressing Institutional Racism at Three Levels: the System Level, the Family Level, and Internally within the organization

Getting Started

Agency Leadership involved, Organizational Intent established, Shared understanding of common language, Creation of group agreements, Courageous conversations, use of outside facilitation and guidance along the way if ever/whenever needed



Sharing in our understanding of the problem, helpful resources, and setting the stage for action

Use of data for understanding and guidance (assessments, surveys, data reports, interviews, focus groups, case reviews, etc.), organize the input/data into key priority areas, create the infrastructure of groups or teams that will begin to strategize, establish the process for monitoring and feedback cycles, broaden staff and community participation in the work, establish accountability system. Provide supportive and targeted training, facilitation, and opportunities for reflection when needed along the way for all those engaged.



Strategies get clarified, resourced, and activated---and everyone is engaged!

Identify and initiate strategies (co-designed by workforce, community members, cultural brokers, other stakeholders) intended to promote a race equity culture within the organization, promote cultural responsiveness, fairness and equity for each family, and that counteract system bias. Use data and observation to guide adaptations to those strategies (promoting fidelity and effectiveness) along the way. Provide targeted training, facilitation, and opportunities for reflection to both the workforce and community along the way.



Sustaining Improvement through regular monitoring and adapting---it's an ongoing effort!

Ensure that all staff and key partners have a role in sustaining system and practice improvement, and they can articulate their respective roles. Leadership aligns key messages about the work with the organization's mission, and hiring and promotional practices reflect this enhanced mission. Secure strategic resources. Both the organization and community stakeholders share in accountability for the relationship between the organization and the neighborhoods, cultural communities, and key partner systems involved. Stakeholders agree upon specific data to use to regularly review the organization's progress towards a race equity culture, improved outcomes for all, no matter the race of those served.