



Racial Equity Centered Results-Based Accountability

our Equity & Results team



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racism = race prejudice + power

- The People's Institute for
Survival and Beyond

phase 1:
Racial Equity foundational learning

phase 2:
Racial Equity RBA

praxis

INDIVIDUAL

INTERPERSONAL

SYSTEMIC

forms of racism

A **person's** beliefs and actions that serve to perpetuate racial oppression

- Conscious and unconscious
- Externalized and internalized

The **interactions** between people - both within and across racial difference

Institutional
Policies and practices at the **organization** (or "sector") level that perpetuate racial oppression

Structural
How these effects interact and accumulate **across institutions** - and across history

racism iceberg

racial wealth gap
gentrification/push out of Black communities
Black homeownership

deeper roots that are producing the racial
inequity *that this team can support Black
community in disrupting*

Systemic Impact

How organizational effects interact and accumulate across institutions - and across history.

sustained performance accountability

- supporting champions
- evaluation, adjustment, systems integration
- accountability to BIPOC community

Institutional Impact

Policies and practices at the organization (or "sector") level that perpetuate oppression.

racial equity foundational learning

- Racial equity knowledge building of history and terminology

Individual Impact

Beliefs and actions (conscious and unconscious) that serve to perpetuate racism.

deconstructing socialization cycles

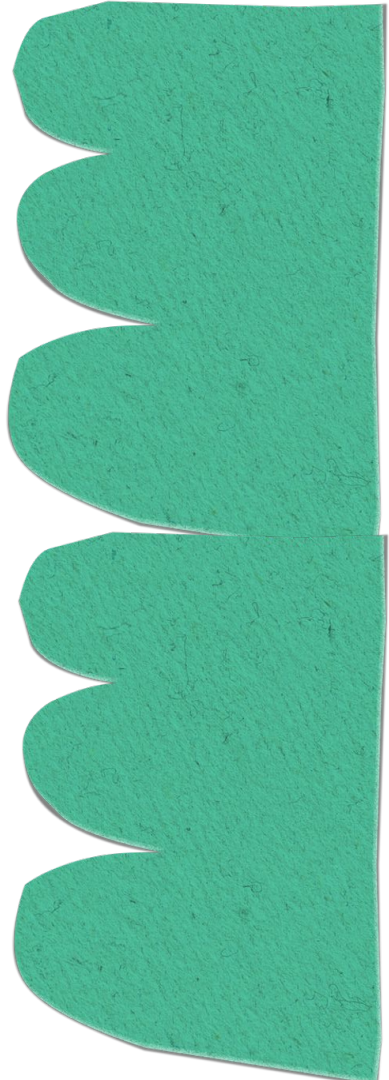
- understanding our roles and capacity for action and disruption
- race-alike and cross racial/interpersonal work

racial equity impact framework and action planning (Racial Equity RBA)

- ends-to-means process through root cause analyses
- participatory practice with BIPOC community
- developing frameworks for action

accountability

we need tools... but we need to
wield them responsibly



real relationships that can tolerate conflict for impact

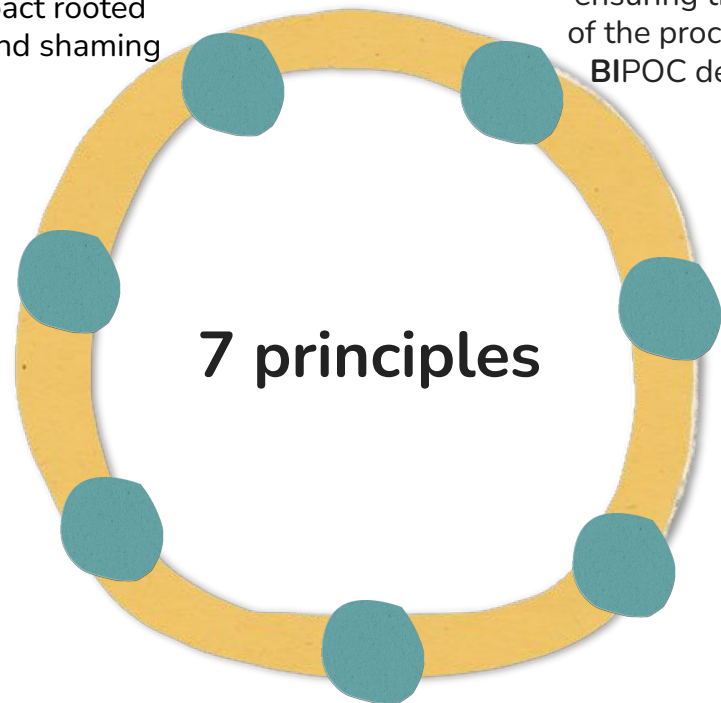
relationships built for racial equity impact rooted in trust, rather than naming, blaming, and shaming when things go wrong

understanding and designing for root causes

design strategies to address root causes to powerfully interrupt and build new foundations

organization self-reflection

a reflective process that doesn't "prove" or blame BIPOC communities/staff for our **institutional** failures and structural designs



data informs practice to prevent harm

data is used consistently to inform practice - **not knowing is harm**

participatory practice

ensuring that power is accounted for and all parts of the process are designed and implemented with **BIPOC** decision-making at the center - "nothing about us without us"

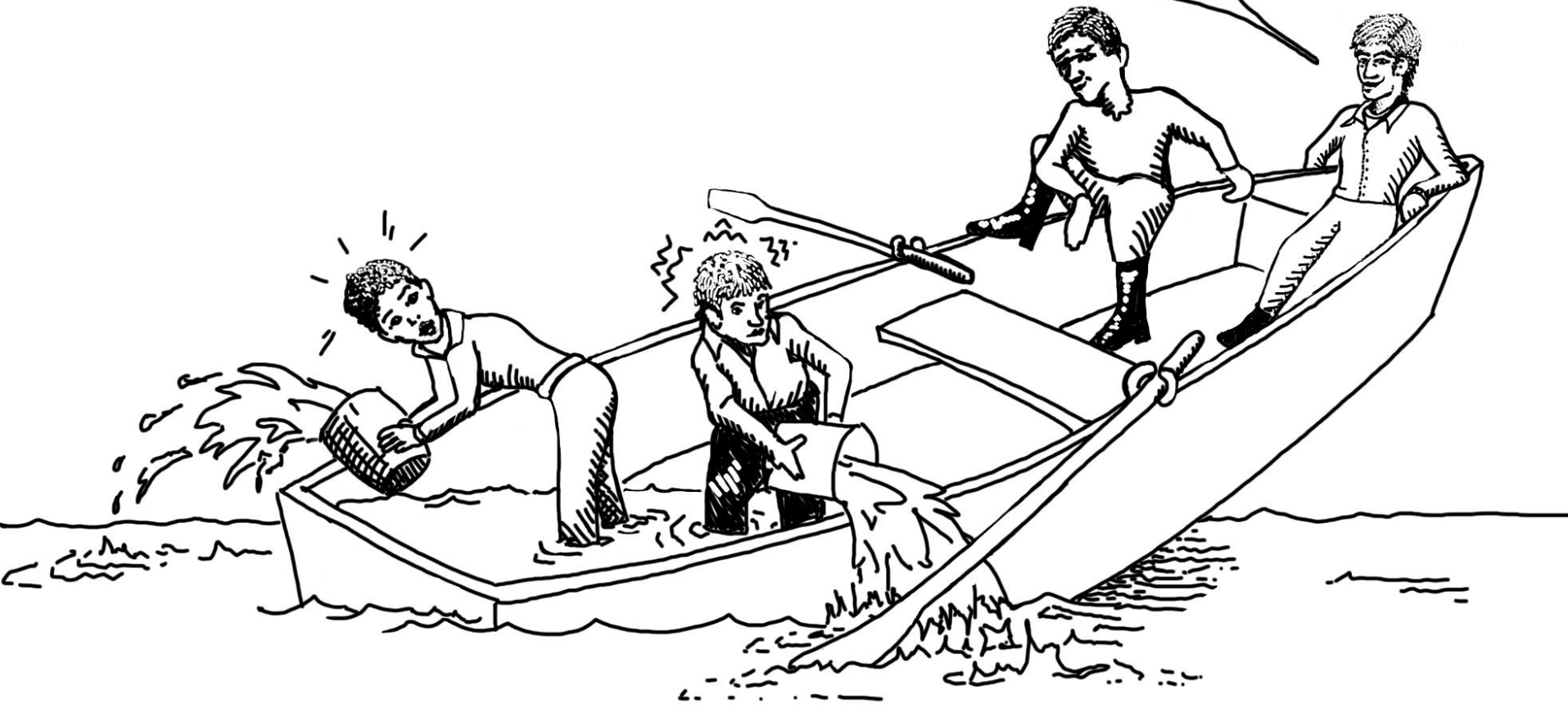
paying attention to data culture

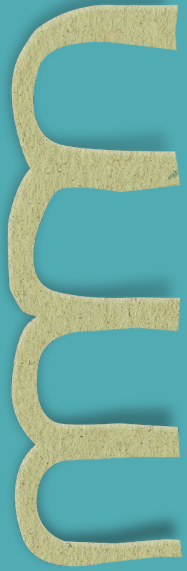
transforming the usual **punitive data culture** to a learning and use culture

sharing data/data ownership

data is owned by and shared with impacted BIPOC for trust, transparency and effective design

Sure glad the hole isn't at our end.





**what is Racial Equity centered
Results-Based Accountability (RE RBA)?**

zoom out

learning loop



Population
Level

Result(s): Condition(s) of well-being for people

Indicators

Root Causes

Performance
Level

programs

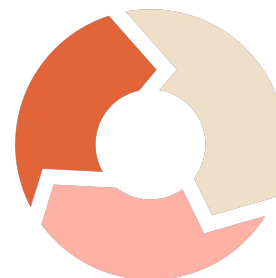
policies

functions

whole org

better off measures

RBA is made up
of interactive
cycles





results

results are conditions of well being for people ...

- “All people in _____ are/ feel/ experience _____”
- some organizations narrow into a specific group, i.e. “All Black people...”
- are positive i.e. “healthy” versus “not sick”
- are about the condition itself, not access, choice or opportunity

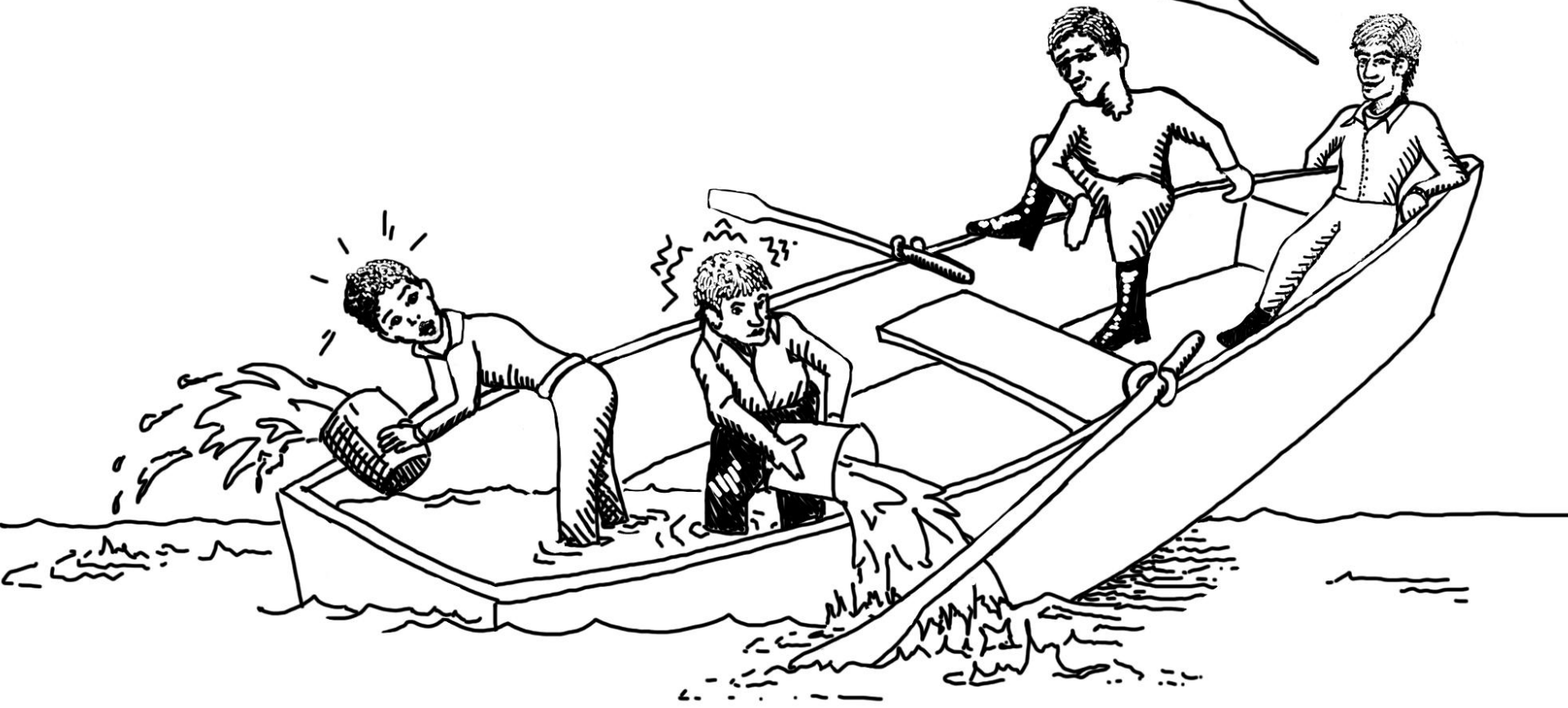
indicators

how can we measure it? **Indicators!**

- indicators are data about a place that can be looked at over time, and disaggregated by race/ethnicity (available through sources like the Census, city/county/state)
- they are **completely imperfect** but are used to show racial/ethnic disproportionality



Sure glad the hole isn't at our end.



root cause analysis

why? at least 10-20 times to go deep and move past superficial sources of racial inequity

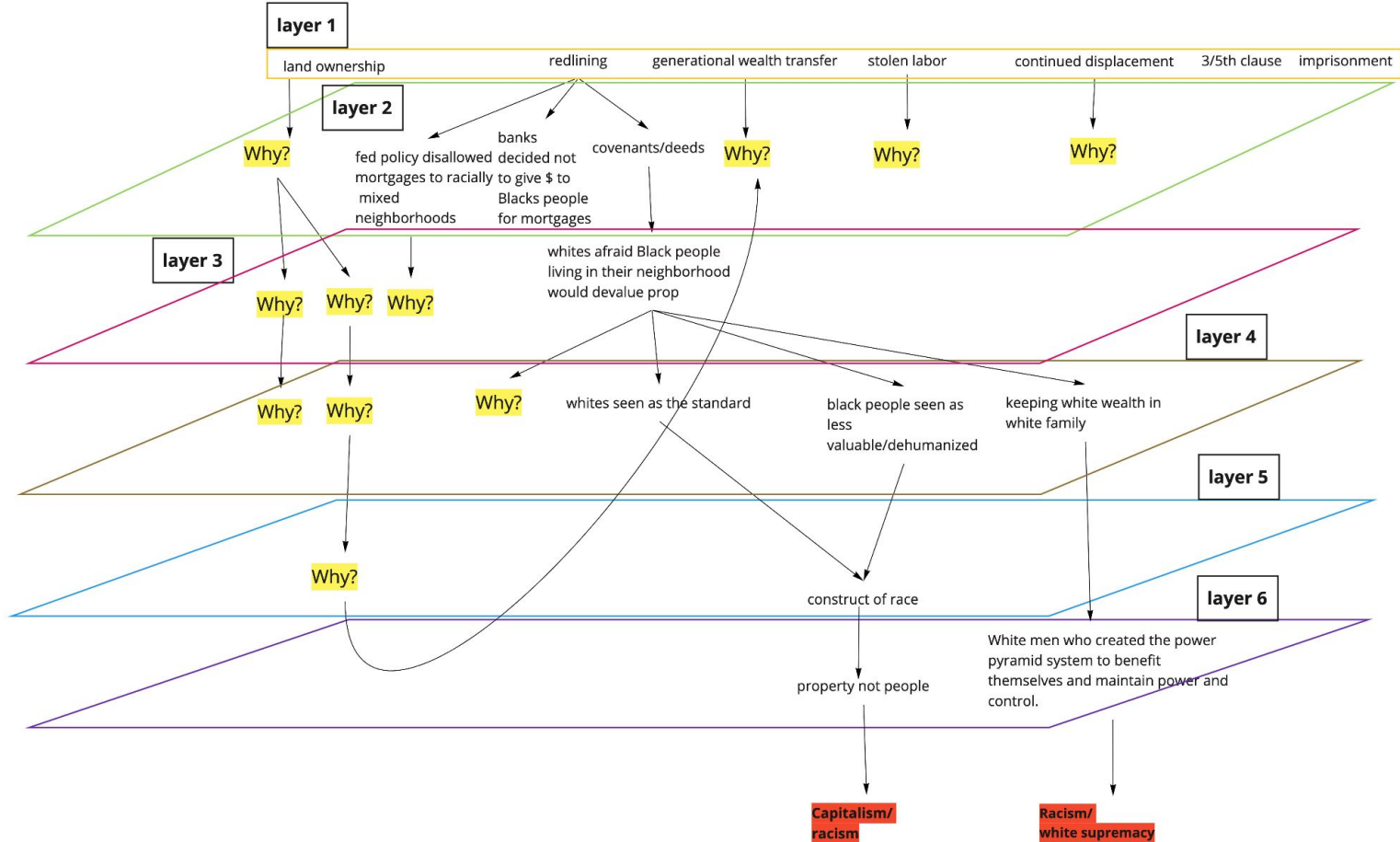
why does the data look the way it does? why is there a gap for BIPOC? why does it look good for white people?

- don't jump immediately to racism
- use multiracial facilitation unless in affinity space

Result: All people in the US are free

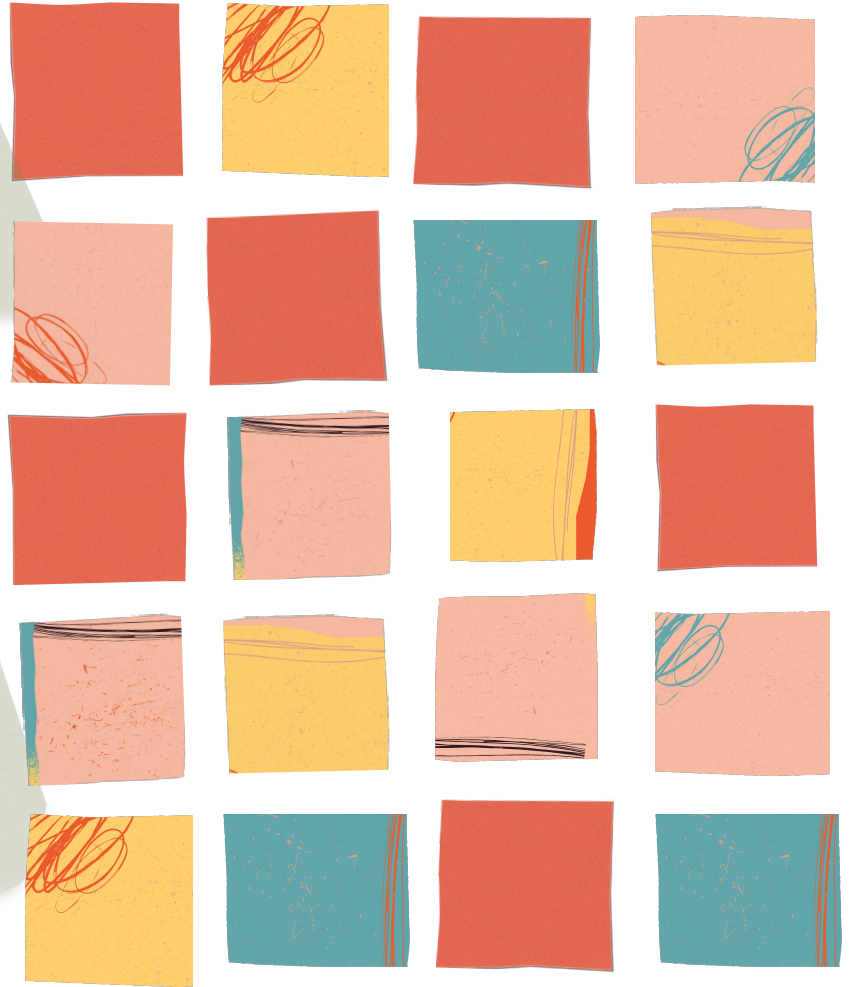
Indicator: % Wealth (broken down by race)

10:1 White to Black in the US



identifying strategies

- Select a hot root
- Ask: how might we disrupt that hot root?
- ID many ideas (new and existing)
- If it's not clear, keep coming back to ask "how does it address the hot root?"



better off measures

How much did we do?

(quantity)

organizations/people served

activities (by type of activity)

How well did we do it? (quality)

% common measures

(i.e. workload ratio, staff composition, % staff fully trained/ culturally competent, % services in language spoken)

% activity specific metrics

(i.e. % timely, % people completing activity/training attendance rate, % correct and complete)

Is anyone better off? (impact)

#/% skills/ knowledge (i.e. knowledge on how to start a small business)

#/% attitude/opinion (i.e. feel a sense of belonging, agency)

#/% behavior (i.e. school attendance)

#/% circumstance (i.e. working, in stable housing, staff of Color)



THANK YOU!

for more information find us at
www.equityandresults.com