



RACIAL EQUITY REFLECTION TOOL

Racial Equity Vision Statement

We envision the Iowa Farm to School and Early Care Coalition as a leader in the state on racial equity, where our work and network challenges the status quo and structural racism. We will build a culture of diversity. Connecting across sectors, our coalition will comprise people from diverse racial and socioeconomic backgrounds and will represent all Iowans. Power and statewide decision-making will be equitably distributed and led by the communities most impacted by racial inequities. Read more about the coalition's racial equity work and resources [here](#).

Purpose of This Resource

With this vision, the coalition's racial equity working group has developed this racial equity assessment to guide coalition members in equitable decision making. We intend for it to serve as a succinct and effective resource that can be applied to all types of decision making (ex: program and project planning, policy development, structural considerations, etc.). A living document, this assessment can be used and edited by coalition strategy teams as necessary and effective for specific contexts.

Process & Facilitation Recommendations

- The coalition's racial equity working group recommends scheduling 1-2 hours of meeting time to work through this resource as a project team.
- Consider sharing the resource with participants before the meeting to give everyone an opportunity to prepare thoughts and process independently.
- Facilitation tips: create a time limit for each question for initial group brainstorming (ex: 5-minute per question), create space for deeper discussion (maybe a second meeting if needed), (Consent based decision making??)

Definitions

Intersectional: the way in which different types of discrimination are connected to and affect each other

Outcomes: the way something turns out; consequences (different than outputs)

Program Assessment: the systematic and ongoing method of gathering, analyzing and using information from various sources about a program and measuring program outcomes in order to improve outcomes

Stakeholder: Any people or groups who are positively or negatively impacted by a project, initiative, policy or organization

Unconscious Racial Bias: Unconscious biases are the learned stereotypes about certain groups of people that are formed outside of conscious awareness. They are automatic, unintentional, deeply ingrained in our beliefs, universal and have the ability to affect our behavior. Unconscious bias can be favorable or unfavorable attitudes which form the basis of positive or negative impressions of others. We all have implicit bias (take the Harvard Implicit Bias test [here](#)).

Values: Principles or standards of behavior; judgment of what is important. Click [here](#) to review the Iowa Farm to School and Early Care Coalition's list of shared values.



RACIAL EQUITY REFLECTION TOOL

SECTION 1: Grounding Ourselves in Shared Values (link to coalition values [here](#))

What values, beliefs, and expectations contribute to the issue at hand?

Do any of these values, beliefs, and expectations embody conscious or unconscious racial bias?

Do the project team members share any of these biases? If so, how should the project team take that into account while doing its work?

SECTION 2: Equitable Stakeholder Engagement and Decision Making

Who should be included in the decision-making process? How will we connect with anyone new?

Who will be and/or has historically been impacted by these decisions? Are they represented?

What intersectional issues/institutions/practices interact with the issue that is central to the project?

Do these institutions and practices have conscious or unconscious race-based consequences? What are they?

Knowing this, how and should the project focus and process change to advance racial equity?



RACIAL EQUITY REFLECTION TOOL

SECTION 3: Outcomes, Evaluation and Accountability

What outcomes do we want?	
How will we measure if/how these outcomes have been achieved?	
What potential harms could result from these outcomes?	
Who benefits?	
Are there quantitative or qualitative data that would help focus efforts to improve racial equity and evaluate effectiveness in reaching impacted communities? Is the data reliable? Are there gaps in the data?	
Who will hold project team members and any other decision makers accountable? How and when will this happen?	