City of Gainesville Racial Equity Toolkit Assessment Worksheet

The Racial Equity Toolkit lays out a process and a set of eight questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity. The analysis should be completed by people with different racial perspectives.

Department:

_____

Contact: _____

Phone: _____

Email: _____

Check One:

Policy ___   Initiative ___   Program ___   Budget Issue___

Title:

_____

_____

Description:

_____

_____

_____

I. Which racial equity opportunity area(s) will the issue primarily impact?

A. Community Development _____

B. Criminal Justice _____

C. Economic Development _____

D. Education _____

E. Jobs _____

F. Health _____

G. Housing _____

H. Other _____

II. Are there impacts

A. Contracting Equity ___Yes   ___ No

B. Workforce Equity   ___Yes   ___ No

C. Inclusive Outreach   ___Yes   ___ No

D. Public Engagement   ___Yes   ___ No

III. What geographic areas are impacted?

A. District One _____

B. District Two _____

C. District Three _____

D. District Four _____

E. All _____

F. Other *(Identify areas/neighborhoods)*

_____

_____

_____

_____

_____

_____

Provide detailed responses to the following questions:

Set Outcomes: The specific results you are seeking to achieve that advances racial equity.

- Identify the key community outcomes for racial equity that would demonstrate effectiveness
- What does your department define as the most important racially equitable community outcomes related to the issue?

Question 1. - What conditions of well-being are you trying to get your neighbors to experience? What is the outcome you're trying to achieve?

Analyze Data: What does data and your conversations with stakeholders tell you about the existing racial inequities?

Question 2. - What existing data do we have to rely on?

Stakeholder Involvement:

- How have you involved community members and stakeholders?
- Gather information from the community and staff on how the issue benefits or burdens the community in terms of racial equity

Question 3. - In what ways have we engaged the community on this issue?

Determine Benefit and/or Burden:

- Analyze issue for impacts and alignment with racial equity outcomes

Question 4. - Who will experience benefits? Who will experience burdens? How will you mitigate unintended consequences?

Accessibility: All persons have equal access to all benefits of policy/programs/service regardless of to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

Question 5. - **Is this accessible regardless of ability or status?**

Marginalized Community Support: Addresses the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Question 6. - **Will this support or relief specifically address the most marginalized communities affected by COVID-19?**

Implementation Plan:
- Develop strategies to create greater racial equity or minimize unintended consequences
- Breaks each strategy into identifiable steps, assigns each step to one or more people and suggests when each step will be completed.

Question 7. - **What is your plan for implementation?**

Evaluate/Raise Racial Awareness/Be Accountable :
- Track impacts on communities of color overtime.
- Continue to communicate with and involve stakeholders
- Document unresolved issues

Question 8. - **How will you ensure accountability? How will you communicate and evaluate results?**

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