



Part Two: Practice Equity Daily > 5. Design programs & policies that are targeted & universal.

A GUIDE TO DEVELOPING RACIALLY EQUITABLE SOLUTIONS⁵³

The following questions can help ensure that targeted strategies and investments yield the greatest impact for children, families and communities of color.

1. What racial disparities do you want to eliminate, reduce or prevent?

2. What groups most adversely affected by the current problem do you want to benefit?

3. How can those most adversely affected by the issue be actively involved in solving it?

4. What is a specific change in policy that could help produce more equitable outcomes?

5. How will your proposed solution address root causes and advance systemic change?

6. What change do you ideally want (not just what you would settle for)?

7. What positive principles or shared values are reflected in this proposed reform?

8. Does the proposal have clear goals, plans and timetables for implementation, with sufficient funding, staffing, public reporting, accountability and evaluation?

9. Who can be allies and supporters and how can they be engaged?

⁵³This is an excerpt from "Race Equity and Inclusion Action Guide: Embracing Equity-Seven Steps to Advance and Embed Race Equity and Inclusion Within Your Organization," Annie E. Casey Foundation.