



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

## TOOLS FOR A DEEPER DIVE

While this toolkit is focused mainly on developing your organizational capacities, we offer these tools to support your initial thinking about equity in program and policy design and evaluation.

### EQUITY AND INEQUITIES IN OUR COMMUNITIES

#### [All-In Cities: Building and Equitable Economy From the Ground Up](#)

All-in Cities is a group that is trying to shift the narrative on racial inequality and believes that the success of our cities “depends on the ability of people of color to be the leaders, innovators, workers, entrepreneurs and creative problem solvers who can produce widespread prosperity for generations.” This framing paper for the All-In Cities initiative, released at the 2015 Equity Summit in Los Angeles, shares cross-cutting practices and an eight-point policy framework to build equitable, thriving cities by centering equity and inclusion in growth strategies.

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#### [All-In Cities Toolkit](#)

PolicyLink

Explore this site to learn about “strategies and policy tools to advance racial inclusion and equitable growth. Each tool contains information on what the policy is, key considerations, who can implement it and examples of where it is working.” Policy areas include: good jobs, economic security, homegrown talent, healthy neighborhoods, housing/anti-displacement, and democracy and justice.

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#### [100 Million and Counting: A Portrait of Economic Insecurity in America](#)

PolicyLink

This report defines economic insecurity, which affects some 106 million people in the U.S. It highlights the drivers of economic insecurity and closes with strategies for increasing wages, expanding financial security and increasing access to opportunity.

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#### [National Equity Atlas](#)

PolicyLink

This is a comprehensive data resource to track, measure and make the case for inclusive growth. You can explore the site to get data for the US and for specific cities on diversity, growth, racial economic gaps, workforce preparedness and other equity indicators.

### ENGAGING AND INVOLVING COMMUNITY MEMBERS

#### [Community Engagement Guide for Sustainable Communities](#)

PolicyLink

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#### [Community and Stakeholder Engagement Done Right](#)

Center for Public Policy Priorities and United We Dream

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#### [Community Engagement Toolkit](#)

Leading Inside Out, Collective Impact Forum, Aspen Institute This toolkit includes a set of worksheets to help you plan your engagement and involvement strategy and activities.

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#### [Community Engagement Matters Now \(More than Ever\)](#)

Stanford Social Innovation



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## TOOLS FOR A DEEPER DIVE, CONT.

### COLLECTING AND USING DATA

- The Annie E. Casey Foundation has hosted several webinars focused on using data to understand inequities and their causes: “By the Numbers,” [Part 1](#) and [Part 2](#); “[Using Data for Root Causes Analysis.](#)”
- [Using Data](#), RacialEquityTools.org data toolkit

### SELECTED PROGRAM AND POLICY AREAS

- [Race for Results: Building a Path to Opportunity for All Children, Annie E. Casey Foundation](#)  
“In this [KIDS COUNT](#) policy report, the Foundation explores the intersection of kids, race and opportunity. The report features the new Race for Results Index, which compares how children are progressing on key milestones across racial and ethnic groups at the national and state levels. The index is based on 12 indicators that measure a child’s success in each stage of life, from birth to adulthood. The indicators were chosen based on the goal that all children should grow up in economically successful families, live in supportive communities and meet developmental, health and educational milestones.”
- [Evidence-Based Practices](#)  
The Annie E. Casey Foundation has developed and compiled a series of reports and webinars that offer evidence-based practices in the areas of education, workforce development, child welfare and more. Examples include: [Considering Culture: Building the Best Evidence-Based Practices for Children of Color](#) and [Jobs Program Takes Young Adults from Systems to Careers.](#)
- [Increasing breakfast participation to improve student outcomes](#)  
This is an example of targeted universalism in practice.
- [Umbrellas Don’t Make it Rain: Why Studying and Working Hard Isn’t Enough for Black Americans](#) – Insight Center for Community Economic Development
- This report debunks the myth that education and hard work will lead to economic success for Black Americans, illuminating structural barriers to economic success and describing policies that would remove these barriers.
- [The Asset Value of Whiteness: Understanding the Racial Wealth Gap](#) (or overview [here](#)) – Demos and the Institute on Assets and Social Policy, Brandeis University  
“The Racial Wealth Audit™ is a new framework that evaluates the impact of public policy on the wealth gap between white households and households of color. The audit helps us to understand how far policies that equalize outcomes in areas such as housing, education and labor markets could go toward reducing the gap.”

### EVALUATION AND CONTINUOUS LEARNING

The Evaluation section of the website RacialEquityTools.org includes many useful resources, including this set of seven steps and questions: [Guiding Questions: Doing Your Evaluation](#)

- [Tools for Thought: Using Racial Equity Impact Analysis for Effective Policymaking](#)  
Anne E. Casey Foundation  
“This case study takes a look at assessment tools that measure the impact of proposed legislation on populations of color. The assessment tools have been effective in shaping policy in Seattle and Minneapolis. Tools for Thought is the third installment in the Race for Results case study series. The series is designed to give leaders and advocates the tools to start meaningful conversations around race in their communities and implement data-informed and evidence-based policies that help to eliminate the inequities in opportunity for children of color.”