TOOLS FOR A DEEPER DIVE

How Can We Create an Inclusive and Equitable Planning Process?
MP Associates
This tip sheet offers practical reminders about ways to design your processes, decision making and accountability for equity.

Racial Identity Cau cousing: A Strategy for Building Anti-Racist Collectives
Crossroads Anti-racism
This article is a good place to begin thinking about how and why to establish racial identity caucuses or affinity groups. In addition, RacialEquityTools.org contains a Racial Affinity Group Resources section, including a collection of additional articles and guidelines for creating and facilitating affinity groups or caucuses.

Deploying AECF's Race Equity Framework in Its Civic Sites
This case study shares how the Annie E. Casey Foundation planned and facilitated racial equity work in Baltimore and Atlanta, which are communities where its offices are located.

8 Ways People of Color are Tokenized in Nonprofits
Helen Kim Ho
Use this brief article to initially assess if your organization tokenizes Black, Indigenous and other people of color.

A variety of online tools (for example Canva and LucidChart) can support you in creating your process map graphics.

See also, Workbook Part Two, Step One for key learning resources (e.g., videos, online curricula).