



RACIAL EQUITY AND JUSTICE

EXAMPLES OF KEY SHIFTS FOR ENDURING CHANGE



RACIAL EQUITY AND JUSTICE INITIATIVES

The Racial Equity Initiatives focus area of Radical Transformational Leadership for Social Impact (RTL Impact) is fueled by the universal values of dignity, freedom and equity to generate a transformed world. One where race no longer determines one's socioeconomic outcomes and everyone has what they need to thrive.¹

In 2013, the Black Lives Matter movement was founded in response to the verdict of acquittal in the Travon Martin murder case. During this time, an immigrant movement was born out of anti-immigrant sentiments ignited by the federal administration that traumatized the immigrant community and fueled fear and discrimination. A renewed and amplified social movement for racial justice was born. This movement and all racial justice work in RTL Impact and beyond builds on the centuries of work to free people of color from the bondages of racism and to build an inclusive and equitable society. Today, the amplification of awareness and willingness to take action across sectors and levels of society must be leveraged and sustained for healing and transformation.

The RTL framework and tools were developed and tested worldwide in circumstances of extreme injustice and human rights violations: in Africa addressing HIV/AIDS amidst racism, tribalism, and sexism; in India amidst deeply rooted casteism and sexism; and in the US amidst a historical foundation of genocide, racism, sexism, nationalism, and classism. These tools were made for these times.

FROM

Inequity and "isms" addressed generally- Many equity initiatives reference and address inequity and oppression ("isms") in general terms

TO

Racism addressed explicitly- When equity initiatives address racism explicitly, necessary conversations and action can take place

BILPOC should be the experts on solving racism - Racism is often seen as a problem that should be addressed and resolved by people of color, and are often burdened with initiating solutions and educating others.

Ending racism is everyone's responsibility - Racism was created and has been upheld by White people, people in authoritative positions of power and oppressive systems of power controlled by White people. Racism must therefore be addressed, dismantled and replaced with equitable systems by White and all people.

Racial equity initiatives focused only on training or history - some initiatives are partial, focusing on necessary but not sufficient elements for creating holistic and sustainable change

Racial equity initiatives that focus on training, acknowledgement and awareness of history and action for systems and norms change - Racial equity initiatives that simultaneously and holistically focus on awareness of history, capacity building for behavior change, and systems and norms change

Racial equity initiatives increase division- Sometimes the approaches taken by racial equity initiatives increase feelings of division and polarization between people of different races

Racial equity initiatives increase shared humanity- Racial equity initiatives can be designed to allow generative space for hard truths, deep listening, humility, accountability, action and transformation sourced from shared humanity, dignity and courage



In the upcoming RTL Impact program, individuals involved in designing and implementing projects focused on advancing racial equity and justice in all roles or levels of leadership are invited to select this optional special focus area, accessing a supported workshop between each primary program session to engage in focused discussions with peers in the field of racial equity and justice and support in applying the RTL framework to racial equity initiatives for equitable and sustainable results. As a focus area participant, you will have the opportunity to apply the RTL tools and templates to your racial equity-focused initiative in order to help shift the formal systems and cultural norms of organizations and institutions. We will work together to leverage the current iteration of the racial justice movement for positive change.

Please note, the intersession workshops are not designed to share data and best practices about the topic area. You are the expert in your community in your field. The workshops will be unique opportunities to dig deeper into the tools and frameworks introduced in the primary sessions alongside fellow changemakers working to make a difference within your focus area.

¹ This definition of the outcome of racial equity is based upon the Race Forward framework.



EXAMPLES OF OUTCOMES AND RELATED GOALS

Within the Radical Transformational Leadership framework, one of the essential components in designing and implementing your specific project is to identify the immediate and long-term goals and outcomes you are working towards. Below, we have shared just a few examples of the process goals and outcomes identified in the focus area of Racial Equity and Justice.

Process Goals for Improved Systems:

- History: The impacts of historical and current racism are understood, discussed, and explicitly addressed within organizations and institutions
- Training & Capacity Development: All people in organizations and institutions will possess shared understanding, language, and tools to identify roles and strategies for dismantling racism and building racial equity
- Systems & Norms Shifts: Organizational and institutional policies, procedures, and practices will be designed, implemented, reviewed, and revised through a racial equity lens

Examples of Outcome Goals for Racially Equitable Societies:

- Race does not determine one's socioeconomic outcomes
 - Improved health and wellbeing among BILPOC
 - Decrease in Black maternal and infant mortality rates
 - Increase in BILPOC students reporting community and school connectedness
 - Decrease in hate crimes targeted towards BILPOC
 - Decrease in overrepresentation of BILPOC in the criminal justice system
 - Increase in visibility and positive narratives regarding the immigrant community
 - Increase in culturally respectful and humble strategies designed by and administered by individuals and entities who reflect the community.
 - Improve economic welfare of BILPOC
 - Increase in BILPOC family median income & home ownership
 - Increase in affordable/workforce housing in communities where BILPOC communities reside
 - Increase in BILPOC individuals in leadership positions across all sectors
 - Increase in livable wage employment among BILPOC
 - Increase in funding and investment in community efforts/programs serving BILPOC
 - Improved educational indicators for BILPOC
 - Increase in BILPOC student graduation rates & college attendance and completion

