Are Your COVID-19 Response Strategies Equitable?
Mini-Equity Audit

WeAreBeloved.org
Today’s Agenda

• Who is Beloved Community?
• What is an Equity Audit?
• How Do We Get Started?
  • Gathering Your Team
  • Defining Your Stakeholders
• Assessing Your Response Strategies For:
  • Diversity
  • Equity
  • Inclusion
Who Are We?

“If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality.”

~Archbishop Desmond Tutu
Our Team

Rhonda J. Broussard  Dr. Nicole Caridad Ralston  Erica Freedman  Lesley Brown Rawlings  Lauren Young
CEO & Founder  Associate Director  Operations Manager  Director  Data Strategist
Education & Programming  Capacity Building
Head & Heart Approach

- Finance
- Culture
- Operations
- Governance
- Program
Beloved Community
Equity Audit

“We need to be weapons of mass construction, weapons of mass love. It’s not enough to change the system, we need to change ourselves.”

- Assata Shakur
Now more than ever, it is essential to lean into an equity agenda and lead through an equity lens. When this is absent, then the stress of the moment opens the door to erasure, marginalization, oppression and atrocities.
MUTUAL ACCOUNTABILITY FRAMEWORK

ABSOLUTE PERFORMANCE
LEADERSHIP, STAFF, BOARD, STUDENTS, PARENTS
OBSERVE AND IDENTIFY OUR BEHAVIOR

PERFORMANCE METRICS
Absolute Outcomes

INTERNAL EQUITY AUDITS
Leadership - Faculty & Staff - Board - Students - Parents & Guardians - Vendors

PROCESS METRICS
How can we observe and identify shifts in our behavior?
Ensure All Voices Are Included In The Conversation

**Schools/Districts/HEIs:**
- President/Superintendent/Principal
- COO/CFO/Operations Manager
- Data Analyst/Office of Research
- Chief/AP of Curriculum & Instruction/Provost/Relevant Deans
- Community Engagement/Parent Liaison
- Student Body Liaison/Student Affairs
- Advocacy Partners (incl. Unions)
- Equity Officer
- Institutional Advancement

**NonProfits/Corporations/Local Govts:**
- CEO/Executive Director
- COO/CFO
- Talent or Human Capital Officer
- Data Analyst
- Head of Programs or Relevant Department Heads
- Community Engagement Liaison
- Advocacy Partners (incl. Unions)
- Equity Officer
- Board
Define Your Stakeholders

Who will be impacted by your decision/policy/initiative/practice?

Things To Consider

- Race
- Gender
- Socio-economic Status
- Immigration Status
- Religious Affiliation
- Age
- Ability/Disability
- Ethnicity/Culture
- Language Dominance
- Sexual Orientation
- Access to Technology/Other Resources
- Marital/Family Status
- Level of Education
- Geographic Location
- Any Other Identity Markers
Diversity, Equity, and Inclusion Standards and Indicators

Diversity: To what extent does our __________ population reflect our regional demographics?
Diversity, Equity, and Inclusion Standards and Indicators

D1: Awareness
D2: Application
D3: Selection (where applicable)
D4: Participation

Example Indicator:
D1: When thinking about initiatives to protect vulnerable populations (>70 and immunocompromised): “To what extent are the demographics of individuals that are AWARE of our initiative, reflective of our stakeholder demographics?”
Diversity, *Equity*, and Inclusion Standards and Indicators

**Equity**: To what extent are the outcomes from ____ program predictable by participants’ demographics?

New Orlean median household income by race/ethnicity, 2016*

*The Data Center*
Diversity, Equity, and Inclusion Standards and Indicators

E1: Internal equity audits (finance, training, access)
E2: Assignment
E3: Advancement
E4: Financial
E5: Performance Outcomes

Example Indicator:

E4: When thinking about vendors and subcontractors identified to deliver services: “To what extent are contract awards predictable by vendor demographic, AND reflective of our stakeholder demographics?”
Diversity, Equity, and **Inclusion** Standards and Indicators

Inclusion: To what extent do our diverse populations feel comfortable, respected, and empowered within our organization? To what extent are diverse community perspectives included in decision-making that impacts their lives?

My momma said y’all can’t be making all the decisions without me.
Diversity, Equity, and Inclusion Standards and Indicators

I1: Language
I2: Shared voice/power
I3: Self-reports: belonging
I4: Cultural Relevance

Example Indicator:
I2: When thinking about Employee Assistance Programs: “To what extent are the diverse perspectives and identities within your stakeholders included in your decision-making process?”
How Should You Proceed?

1. Identify the policy/practice/program/initiative under review.

2. Ensure that all relevant voices are represented in your conversation and/or consulted (equity audit meeting/survey/focus group/town hall/1:1 interview)

3. Define you stakeholders and their identity markers.

4. As yourselves how your stakeholders are reflected in and impacted by the item under review by working through the questions for each D, E, I standard and indicator.
Closing
Resources

- Resource: Checking In With Your Humanity
- Centering Equity & Inclusion During Virtual Meetings and Working From Home
- Living Cities: Operationalizing Racial Equity & Inclusion
- Anti-Racist Organizational Change: Tools for Non-Profits
- Mosaic’s Toolkit for Hiring a More Diverse Workforce
- Performance Management for Inclusion
- Hanover Effective Family & Community Engagement Strategies
- Sample guidance on community engagement commitment
- Who really makes the big decisions in your company? (HBR, 2011)
- The Human Need for Belongingness
- Guidance on customizing your existing org climate survey
- Gallup Q12 Employee Engagement Survey
- Survey Monkey template for belonging and inclusion surveys!
We’re Here To Support You

To take a full, org.-wide **Equity Audit**, then visit our website: www.wearebeloved.org/equity-audit

If you need additional supports, then please don’t hesitate to reach out:

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“If we don’t use equity as our framework and our lens, it will be impossible to get different outcomes.”

-Melody Barnes, The Aspen Institute Forum for Community Solutions