

Racial Equity Toolkit

To assess endorsements, funding decisions, membership recruitment, housing barriers, and outreach & education.

Housing for All

The DEI Toolkit has 6 Steps:

- 1 Set Outcomes**
Identify key community outcomes for equity to guide analysis.
- 2 Involve Stakeholders + Analyze Data**
Gather information from community and staff on how the issue benefits or burdens the community in terms of housing equity.
- 3 Determine Benefit and/or Burden**
Analyze issue for impacts and alignment with racial equity outcomes.
- 4 Advance Opportunity or Minimize Harm**
Develop strategies to create greater equity or minimize unintended consequences.
- 5 Evaluate. Raise equity awareness. Be accountable.**
Track impacts on underserved communities over time. Continue to communicate with and involve stakeholders. Document unresolved issues.
- 6 Report back.**
Share information learned from analysis and unresolved issues with full Housing For All membership.

When do I use the Toolkit?

Early! Apply the toolkit early for alignment with H4A DEI goals and desired outcomes.

How do I use the Toolkit?

With inclusion. The analysis should be completed by H4A members with a variety of housing experiences.

DEI Policy Statement

Housing for All works to build a Central Oregon where every person has a safe and stable place to call home. We recognize that the history of housing discrimination in the United States and Central Oregon has resulted in people being denied access to housing opportunities based upon their identities and lived experience. We strive to embed Diversity, Equity and Inclusion into our work, the work of our partners and our community.

We Commit Ourselves To:

- Equip H4A members and partner organizations to engage in DEI learning and self-reflection through ongoing training and dialogue.
- Integrate Diversity, Equity, and Inclusion into H4A strategies in an explicit and strategic way while continually assessing impacts vs. intention.
- Examine disparate impacts and potential missing data and perspectives through ongoing analysis and disaggregation of data.
- Engage and build trust with marginalized communities by being present and listening in order to empower their collective voice.

Worksheet:

Title of policy, initiative, or request: _____

Description: _____

Contact Information for Lead: _____

- Endorsement Outreach/ Education Recruitment Housing Barrier Funding

Step 1: Set Outcomes

- 1a. What have been identified as the most important equitable community outcomes related to the issue? (See Page 6 for examples of community outcomes)

- 1b. Which DEI Policy Commitments will the issue primarily impact? (See Page 2 for DEI Policy Statement and Commitment Areas)

Step 2: Involve Stakeholders + Analyze Data

- 2a. Are there impacts on geographic areas? ____ Yes ____ No

- | | | |
|--|--|--|
| <input type="checkbox"/> Camp Sherman | <input type="checkbox"/> City of Metolius | <input type="checkbox"/> Confederated Tribes of Warm Springs |
| <input type="checkbox"/> City of Bend | <input type="checkbox"/> City of Prineville | <input type="checkbox"/> Terrebonne |
| <input type="checkbox"/> City of Culver | <input type="checkbox"/> City of Redmond | <input type="checkbox"/> Unincorporated Deschutes County |
| <input type="checkbox"/> City of La Pine | <input type="checkbox"/> City of Sisters | <input type="checkbox"/> Unincorporated Crook County |
| <input type="checkbox"/> City of Madras | <input type="checkbox"/> Crooked River Ranch | <input type="checkbox"/> Unincorporated Jefferson County |

Worksheet: (Cont...)

- 2b. What are the racial and/or ethnic demographics of those living in the area or impacted by the issue?
- 2c. How have you involved community members and stakeholders?
- 2d. What does data and your conversations with stakeholders tell you about existing inequities that influence people's lives and should be taken into consideration?
- 2e. What are the root causes or factors creating these inequities? (IE: Bias in processes; lack of access or barriers; lack of racially inclusive engagement)

Step 3: Determine Benefit/Burden

- 3a. Given what you have learned from data and from stakeholder involvement (refer to your answers in Questions 2a-2e), how will the proposal increase or decrease housing equity?
- 3b. What benefits may result?
- 3c. What are potential unintended consequences?

Worksheet: (Cont...)

- 3d. How are the impacts aligned with the community outcomes that were defined in Step 1?

Step 4: Advance Opportunity or Minimize Harm

- 4a. How will you address the impacts (including unintended consequences) on equity?
- 4b. What strategies address immediate impacts?
- 4c. What strategies address root causes of inequity listed in Question 2a?
- 4d. How will you partner with stakeholders for long-term positive change?

Step 5: Evaluate. Raise equity awareness. Be accountable.

- 5a. How will you evaluate and be accountable for outcomes? How will you evaluate and report impacts on racial equity over time? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue? Please address each question to the greatest extent possible.
- 5b. What is unresolved? With which resources/partnerships do you still need to make changes?

Worksheet: (Cont...)

Step 6: Report back

- Share analysis and report responses from Questions 5a. and 5b. with full H4A membership at a monthly meeting.

*To be added to the meeting agenda, contact:
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Appendix

Examples of Community Outcomes for Question 1a:

Topic Area	Example Outcome
Membership recruitment	Demographic diversity (REALD, SOCHI) and diversity of housing experiences of Central Oregon are reflected in Housing For All's membership.
Requests for pass-thru funds	Funds new or existing programs that specifically address housing disparities in Central Oregon's BIPOC community.
Policy endorsement	Policy is supported by demographics directly affected by its adoption
Policy/initiative to address barriers to housing/shelter	Addresses systemically racist policies that have prevented homeownership within BIPOC communities in Central Oregon.
Outreach and education	Outreach and education is culturally and linguistically responsive.

Glossary

Accountable- Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Community outcomes- The specific result you are seeking to achieve that advances racial equity.

Contracting Equity- Efforts to achieve equitable racial outcomes in the way that H4A spends resources, including goods and services, consultants and contracting.

Access to Services- Services and resources are easily available and understandable to all Central Oregon residents, including non-native English speakers. Transportation, language, cost, and other barriers are removed or mitigated.

Inclusive Outreach and Public Engagement- Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of services.

Individual racism- Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional racism- Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

Racial equity- When social, economic and political opportunities are not predicted based upon a person's race. Racial inequity-When a person's race can predict their social, economic and political opportunities and outcomes.

Stakeholders- Those impacted by proposed policy, program or budget issue who have potential concerns or issue expertise. Examples might include: specific racial/ethnic groups, other institutions, schools, community-based organizations, etc.

Structural racism - The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.