



INSTITUTIONALIZING RACIAL EQUITY



What are the moves we need to make?

FROM IMPLICIT BIAS	TO EXPLICIT EQUITY
<p>Unaware of choice points</p>	<p>Builds in decision-making guides that evoke consideration of equity</p>
<p>Exclusive of stakeholders</p>	<p>Fosters active engagement and empowerment of stakeholders</p>
<p>Not attentive to race, gender, income, and other inequities</p>	<p>Gives distinct, specific, and sufficient attention to key disparities/inequities</p>
<p>Ignores barriers to access</p>	<p>Supports and implements strategies to remove barriers</p>
<p>Does not consider racial impacts</p>	<p>Systematically analyzes potential impacts on disadvantaged groups</p>

