

RACIAL EQUITY PRIME

ASSESSMENT QUESTIONS USED WHEN MAKING DECISION TO ENSURE RACIAL EQUITY IN OUR WORK:

1) WHO IS BENEFITING FROM THIS DECISION?

2) HOW ARE WE BEING EXPLICIT ABOUT OUR COMMITMENT TO RACIAL JUSTICE?

3) HOW DOES THIS DECISION AFFECT THE POC WE SERVE (PARTICIPANTS) AND POC STAFF MEMBERS?

4) WHAT IS THE DESIRED OUTCOME OF THIS DECISION? AND HOW DOES THIS OUTCOME CONNECT TO OUR COMMITMENT TO RACIAL JUSTICE?

5) WHO ARE WE EXCLUDING? HOW CAN WE BE MORE INCLUSIVE WITH THIS DECISION?

At DreamYard we have a commitment to working towards becoming an Anti-Racist Institution. Our racial equity work began out of a need to have conversations about race and power at DreamYard, based on the experiences of racism both internally and externally.

The DreamYard Organizational Prime For Racial Equity was cocreated by Yesenia Macedo and Rajeeyah Finnie-Myers through the support provided in the 2017-2018 Race Forward Racial Equity in the Arts Innovation Lab. It is a set of questions intended to ensure accountability for decision making that includes but is not limited to taking on new partnerships, programming opportunities, hiring, firing, and/or promoting. It serves as a reminder that we are committed to centering People of Color and explicitly addressing racial inequity.

**DY
BX**

Five Key Criteria For Identifying and Shortlisting Racial Equity Choice Points

As you reflect upon and identify your choice points, here are five key criteria to keep in mind. It is best to work with your team or department when selecting choice points, using these criteria, so you can collectively and collaboratively identify areas for intervention.

IS YOUR CHOICE POINT:

Race-explicit?

Are there areas where race is currently not being addressed head-on?

Can race, racism, and racial impacts be talked about explicitly? Strategies for racial diversity and inclusion are not the same as strategies for racial equity. It's important to choose actions that are explicitly and specifically about institutional racism.

More than just diversifying?

Is your choice point moving beyond diversity to equity, with real consideration for how decision-making and power dynamics impact BIPOC? Is it an opportunity to move beyond outreach, access, and inclusion strategies – to meaningful equity strategies?

Right-Sized?

Is it right-sized for your organization in terms of your capacity, resources, readiness, internal will, and momentum?

Will it stretch your “equity muscles” meaningfully or will it cause painful overreach? Is it a one-time intervention or is it repeatable?

An “Add-in” and Shared Across Organization?

Is it an “add-in,” rather than an “add-on,”- so that racial equity work is integrated and embedded into existing work and projects, rather than becoming siloed in one department or within one team or person? **Is the labor and the work for engaging racial equity in this choice point shared equitably amongst the team with specific efforts made to not overtax, burden, or exhaust BIPOC?**

Enlisting more allies, peers, and partners in your organization and network?

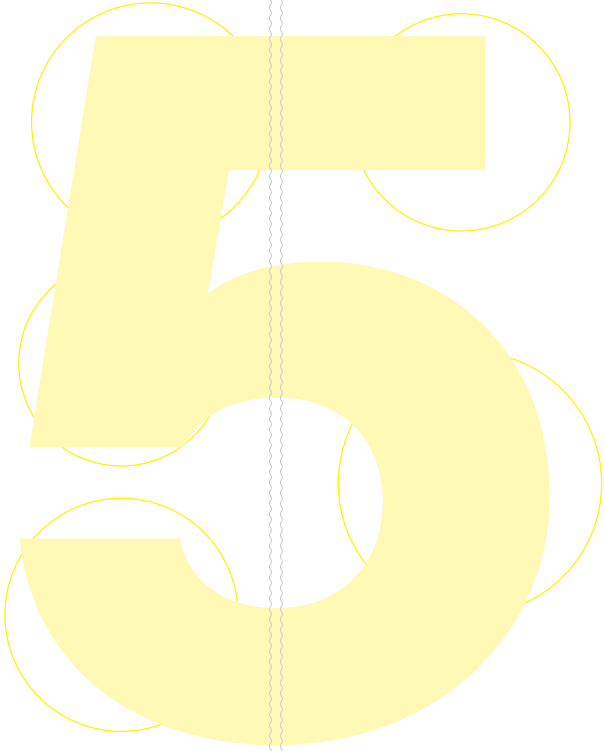
Will your choice point generate options for engaging more allies within your organization and network, in order to build their investment, energy, and readiness for shared racial equity work?

INSTRUCTIONS: Use the five key criteria from the previous page to identify some choice points where you can integrate a racial equity lens in your work. You can fill out this chart to identify choice points individually or collaboratively through discussion with your team.

PROGRAM	CHOICE POINT	DATE OR FREQUENCY	DECISION-MAKERS INVOLVED
<p>Example: Artist Fellowships or Commissions</p>	<p>Artist Support and Development: How are BIPOC fellows and commissioned artists being supported, resourced, and amplified?</p>	<p>Bi-annual selection of artists</p>	<p>Program Manager, Communications Director, Current & Future Cohorts of Fellows & Commissioned Artists</p>
	<p>Narrative, Cultural and Aesthetic Priorities: What kinds of artistic media, genres, products, or forms are being represented? If white-centered or Eurocentric artistic forms or aesthetic traditions are featured, what are the content, stance and racial politics of the art being produced?</p>	<p>Monthly decisions for all the listed choices and questions</p>	
	<p>Storytelling and Representation: Which BIPOC communities are being represented? Whose stories are being told?</p>		
	<p>Community and Audience Engagement: Who are the priority audiences or communities that fellows or commissioned artists are engaging with?</p>		

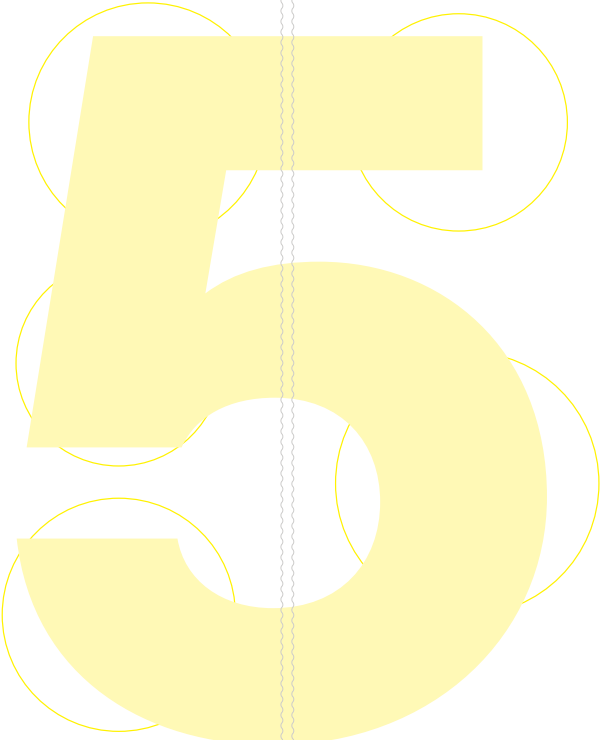
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TOOL #4:

The R.A.C.E. Lens

The R.A.C.E. Lens image is an “equity prime,” designed to remind you to consider racial equity for all planning and decision-making.

THIS IMAGE DIRECTS YOUR ATTENTION to racial justice, racism, and BIPOC. The R.A.C.E. acronym provides a simple framework—*Reveal-Assess-Create-Engage*—for transforming the way you make everyday decisions. By learning to use this framework, you and your colleagues or collaborators can collectively, consistently, and courageously build a habit and culture of centering racial justice and BIPOC, thereby disrupting Whiteness and systemic racism.

Reveal
realities & root
causes of
racism

Assess
racial impacts
& alternative
actions

Engage
BIPOC as
decision-makers

Create
culture, policy &
systems change



The R.A.C.E. Lens Tool

Using the R.A.C.E. Lens Tool:

The following guide is a racial equity tool based on the R.A.C.E. Lens image or prime. This tool helps you dig deeper into the practice of using a race lens. For each element of the R.A.C.E. Lens image, acronym, and framework, there are key questions, practices, and values to highlight and apply. An equity *prime* shifts your short-term attention, but an equity *tool* helps you build a conscious practice that you and others can use over the longer-term. Using this guide can help you hone your practice and build your equity muscles and memory.

Reveal Racism

QUESTIONS:

- What's going on racially? ("What's race got to do with it?")
- Are there other intersecting factors, compounding the racism?
- Who benefits most and who is burdened?
- What are the patterns of inequity?
- How did things get this way? What are the root causes?

PRACTICE:

Normalize conversations that explicitly acknowledge and address racial inequities, realities, and histories in all planning and decision-making.

VALUES: **honesty, transparency**

Assess Alternatives

QUESTIONS:

- What are alternative strategies and solutions?
- What are the racial impacts of each option, for each racial group?
- How can we think and act boldly on our vision and values?
- How can we disrupt white dominant culture and power internally? externally?
- How can we maximize benefits and prevent harms?

PRACTICE:

Visualize new options and realities. Generate new strategies.

VALUES: **integrity, equity, cultural responsiveness**

Engage

QUESTIONS:

- Who is most directly and adversely affected?
- Who is marginalized or excluded?
- How can BIPOC be authentically and actively engaged?
- How can BIPOC build power in this moment?
- How can BIPOC leadership be supported and expanded?
- How can we strengthen relationships and solidarity across race?

PRACTICE:

Organize, internally and externally, with stakeholders and partners.

VALUES: **inclusion, solidarity**

Create Change

QUESTIONS:

- How can we shift culture, dominant narratives, and social norms?
- What will be the measurable and material benefits to BIPOC?
- What can we do to make this doable, viable, successful, and sustainable?
- How can we align our internal and external strategies with our values?
- How can we institute and evaluate new practices, policies, and protocols?

PRACTICE:

Operationalize racial equity via new plans, practices, policies, strategies, solutions, systems, cultural norms & narratives.

VALUES: **creativity, innovation, courage**

