

RACIAL EQUITY TOOL

STEPS	WHERE	QUESTIONS
 <p>1 SET OUTCOMES What are we doing and what do we hope it will do?</p>	Visioning	<ol style="list-style-type: none"> 1. What are the intended racially equitable results that SparkPoint would facilitate for your student population and surrounding community? 2. How can SparkPoint fit into your institution's existing racial equity priorities? 3. What does SparkPoint have an ability to impact?
 <p>2 COLLECT & ANALYZE DATA What data is available? What does the data tell us? What additional data do we need?</p>	Needs Assessment	<ol style="list-style-type: none"> 1. What geographic areas does your institution target? What are the racial demographics of those living in the area? 2. What does population-level data tell you about existing racial inequities in your community? What does it tell you about the root causes or factors influencing racial inequities? 3. What does the institution-level data tell us regarding students of color? Are they graduating, staying in school, or accessing student services at the same rate as everyone else? 4. What additional data would be helpful as you plan your SparkPoint center?
 <p>3 COMMUNITY ENGAGEMENT How have communities been engaged? Are there opportunities to expand engagement?</p>	Needs Assessment & Target Audience	<ol style="list-style-type: none"> 1. Who is most impacted by the issues that SparkPoint seeks to address? How are you involving these community members in the development of this SparkPoint center? 2. What is your engagement process (surveys, focus groups) telling you about the lived experiences of your student population and the surrounding community? 3. What is your engagement process telling you about the factors that produce or perpetuate racial inequity as they relate to basic needs, education or career opportunities, and financial stability?
 <p>4 EXAMINE BENEFITS VS. HARM Who benefits and who is harmed? What are your strategies for advancing racial equity or mitigating unintended consequences?</p>	Services, Partnerships & Client Journey Mapping	<ol style="list-style-type: none"> 1. What are potential unintended consequences of SparkPoint? In what ways could the program enhance positive impacts or reduce negative impacts? 2. How can SparkPoint complement existing programs and partners with strong racial equity strategies? How will you work with institutional leadership, internal and external partners, and the broader campus community for long-term positive change? 3. Are the impacts aligned with your community outcomes defined in Step #1?
 <p>5 DESIGNATE RESOURCES What funding is available to support racial equity priorities?</p>	Staffing, Budget and sustainability	<ol style="list-style-type: none"> 1. Do you have funding to support racial equity priorities, such as on-going data collection, analysis, and community engagement? 2. Do you have the capacity to recruit from specific communities to ensure that staff are representative of the communities they serve?
 <p>6 ENSURE IMPACT THROUGH EVALUATION What will be evaluated and how?</p>	Evaluation & Learning	<ol style="list-style-type: none"> 1. How will impacts on racial equity be documented and evaluated? 2. Are you achieving the anticipated outcomes? Are you having impact in the community?