

CURATED RESOURCES ON OPERATIONALIZING RACIAL JUSTICE¹

This is a curated list of resources that is included in the paper, *Transforming Organizations by Operationalizing Racial Justice*. In the table of contents on the next page, the headers in caps follow the outline of the paper and will provide you with more information about how to use the resources.

Explore and review different organizations' publications, tip sheets, tools, and lessons. Before you do, please pause. It is essential throughout the change process for your organization to prioritize the internal expertise and wisdom, especially of Staff and community members of Color, to create, innovate, and share truths and ideas on operationalizing racial justice.

Sometimes people assume that adopting a tool will result in an easy fix and address the challenges in their change process. When challenges arise, we generally need to slow the process down and listen. One of the behaviors that is a manifestation of white dominant behaviors is a sense of urgency. At the same time, racial justice is, in fact, urgent work. That is why it is important to develop a healthy feedback muscle in your organization and to work on accountable relationships with people and communities most impacted by structural racism in order to address the urgency of the work, while simultaneously slowing down to listen. For organizations to advance racial justice, it is important that you use an inclusive and transparent process, center relationships, and invest in building Staff's knowledge, skill, and confidence, while ensuring that those most impacted are informing and leading.

When you are reviewing potential tools and resources, ask yourself what you are hoping to gain from them, such as clarity, knowledge, building consensus, and/or developing action steps. Ensure that any tool or resource being used reflects your racial justice analysis and pays attention to power and privilege. Here are a few questions to ask, including some from the tip sheet *Reviewing Resources*² from www.racialequitytools.org.

Prior to adopting a tool or a framework, review it carefully and ask these questions:

- What seem to be the assumptions about how change happens?
- Does it include discussion of addressing privilege, racism, oppression, and power?
- Does the way the tool works acknowledge the existence of persistent differences in power, life experience and perspective among various racial/ethnic groups, or does it assume there is a single worldview, or that all people have roughly the same opportunities and challenges?
- Are the terms diversity, equity, and inclusion used interchangeably or are they used more precisely?
- Does it take into account how power is operating in the context of structural racism?
- What does the tool imply about why things are as they are, particularly in terms of different outcomes for people of different identities?
- Does the tool ask you to consider the ways racial inequities are maintained?
- Does the tool help you choose strategies that consider systemic, institutional, intergroup, and individual types of privilege and racism, and how they act to interrupt or reinforce each other?

¹ This document will be updated regularly. From, Maggie Potapchuk, MP Associates.

² Center for Assessment and Policy Development, and MP Associates. "[Reviewing Resources](#)." (2013).

When you review the curated list of resources and tools, please go beyond looking at the individual resources and tools and explore each organization's website and learn about their analysis, approach, and find out about other resources they created. Making that investment will increase your knowledge of the work happening across the country. It is critical in sustaining your work that you widen your community and deepen your relationships with co-conspirators, leaders, and activists.

This is a curated list of resources and tools which you can find in the categories below. Additionally, there is a clearinghouse to search for research, tips, practices, and curricula at www.racialequitytools.org, which includes over 4,200 curated resources in [98 different categories](#)³ and a [Resource Lists page](#).

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- Racial Equity Organizational Change Assessments
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- Contracting and Finances
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- Racial Identity-Based Caucuses
- Building Relationships and Engaging Community
- Tracking Progress and Evaluation

If you have questions and/or feedback about
please email Maggie Potapchuk at mpotapchuk@mpassociates.us • www.mpassociates.us

³ www.racialequitytools.org – Maggie Potapchuk (MP Associates), Sally Leiderman and Stephanie Halbert Jones (Center for Assessment and Policy Development), and Shakti Butler (World Trust Educational Services).

Organizational Case Studies

PLEASE NOTE it is important to build our collective community of practice and action.

Part of our accountability practice includes writing your organization's story including the steps, reflections, and lessons of your organization's racial equity change process. Share truths — describe moments when you hit the wall, discuss the tensions that came up and how your organization responded and refocused. Share your story so we can all learn from each other. When you finish, send to mpotapchuk@mpassociates.us – **Thanks!**

[A Case Study in Anti-Racist Organizing: Closing Healthcare Disparities in Greensboro by Focusing on Structural Racism](#)

Prepared by The Bridgespan Group for the Greensboro Healthcare Disparities Collaborative

[A Case Study of the Equity Initiative of Montgomery County Department of Health and Human Services with Technical Assistance from Common Health Action and Funding from Consumer Health Foundation](#)

Gita Gulati-Partee, OpenSource Leadership Strategies

[Advancing Racial Equity in Public Libraries: Case Studies from the Field](#)

Local and Regional Government Alliance on Race & Equity

[An Overview of the Wallace Center's Journey Toward Becoming an Anti-Racist and Multicultural Organization](#)
Wallace Center

[BALLE \[Business Alliance for Local Living Economies\] — Racial Equity Change from the Outside In](#)

Cyndi Suarez, Nonprofit Quarterly

[Becoming an Anti-Racist / Racially Just Organization: The Environmental Support Center's Story](#)

Danyelle O'Hara, The Environmental Support Center

[Beyond Diversity and Multiculturalism: Towards the Development of Anti-Racist Institutions and Leaders](#)

Mary Pender Greene, Jewish Board of Family and Children's Services

[Boston Builds Capacity to Address Racism and Achieve Health Equity](#)

Health Equity Guide

[Confronting Structural Racism in Research and Policy Analysis: Charting a Course for Policy Research Institutions](#)

Steven Brown, Kilolo Kijakazi, Charmaine Runes, and Margery Austin Turner, Urban Institute

[Demos' Racial Equity Transformation: Key Components, Process & Lessons](#)

Heather C. McGhee, Lucy Mayo, and Angela Park, Dēmos

[From Implicit to Explicit Lessons for Supporting Funders in Advancing Racial Equity In Philanthropy](#)

Iowa Council of Foundations

[Grounding Our Work In Community Wisdom](#)

Kenneth Rainin Foundation

[How Growing Gardens Went from a Nonprofit That Ignored Racism to One That is Actively Practicing Anti-Racism](#)

Alice Skipton

[King County's Journey in Institutionalizing Equity and Social Justice](#)

Matías Valenzuela, Public Administration Review, King County

[Moving Forward Together: CSSP's Journey to Center Equity, Inclusion, and Justice](#)

Juanita Gallion and Kristen Weber, Center for the Study of Social Policy

[Putting Equity at the Heart of Our Mission: A Snapshot of PPGNY's Journey](#)

Fiona Kanagasingam, Planned Parenthood of Greater New York

[Putting Racial Justice at the Heart: How Did CompassPoint Get Here?](#)

Lupe Poblano, CompassPoint

[San Francisco Opportunities for Advancing Racial Equity, Phase I: November - April 2021](#)

National Innovation Service

[Video Case Studies: Equipping Organizations for Change](#)

Equity in the Center, includes videos about Year Up, Leadership for Educational Equity, SAGE, and Demos

Vulnerability and Our Journey to Become an Anti-Racist Organization CT3
What Does it Take to Embed a Racial Equity and Inclusion Lens? Ratna Gill, Hafiz Omar, and Nadia Owusu, Living Cities
Analysis, Frameworks and Toolkits
A Change Management & Deep Equity Primer: The What, Why, How & Nuance Sheryl Petty, Movement Tapestries
Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action Julie Nelson, Lauren Spokane, Lauren Ross, and Nan Deng, Local and Regional Government Alliance on Race and Equity
Analysis Tools Dismantling Racism Works Book
Anti-Racist Organizational Change: Resources & Tools for Nonprofits CommunityWise Resource Centre
Are You Guilty of Equity Offset? Vu Le, Nonprofit AF
Awake to Woke to Work: Building a Race Equity Culture Equity in the Center
Building a Multi-Ethnic, Inclusive & Antiracist Organization Tools for Liberation Packet Safehouse Progressive Alliance for Nonviolence
Building Resilient Organizations: Toward Joy and Durable Power in a Time of Crisis Maurice Mitchell, Convergence
Continuum on Becoming a Transformative Anti-Oppression Organization AORTA
Creating Cultures & Practices for Racial Equity: A Toolbox for Advancing Racial Equity for Arts and Culture Organizations Nayantara Sen & Terry Keleher, Race Forward
DEI Strategy Is Limited and Potentially Harmful: So Now What? Maggie Potapchuk, MP Associates
Grantmaking with a Racial Justice Lens Rinku Sen and Lori Villarosa with contributions from Maggie Potapchuk, Lisa McGill, and Makani Themba, Philanthropic Initiative for Racial Equity
How to Manage When Things Are Not Okay (And Haven't Been For Centuries) The Management Center
Paving a Better Way: What's Driving Progressive Organizations Apart and How to Win by Coming Together Rebecca Epstein and Mistinguette Smith, Nonprofit Quarterly
People Stitching Earth Oppression, Healing, Liberation, and Navigating the Terrain In Between Aja Couchois Duncan and Elissa Sloan Perry, Change Elemental
Racial Equity Toolkit: Applying a Racial Equity Lens to Your Organization Monica Joe, Reuben Waddy, Housing Development Consortium
REJI Organizational Race Equity Toolkit JustLead Washington
Seeing and Naming Racism in Nonprofit and Public Organizations Laurin Mayeno Consulting
Six Phases of Racial Equity Practice CORE Food Systems, dR Works

Systems Change & Deep Equity: Pathways Toward Sustainable Impact, Beyond “Eureka!,” Unawareness & Unwitting Harm

Sheryl Petty and Mark Leach, Change Elemental

The Embodying Belonging and Co-Liberation Frame

Sonali Sangeeta Balajee, Our Bodhi Project

To Tackle Racial Justice, Organizing Must Change

Daniel Martinez HoSang , LeeAnn Hall , and Libero Della Piana

What It Looks Like to Build a Pro-Black Organization

Liz Derias and Kad Smith, NonProfit Quarterly

Why did SAGE decide to work with consultants?

Equity in the Center

GETTING READY

Centering People of Color and Interrupting white Dominant Culture

20 subtle ways white supremacy manifests in nonprofit and philanthropy

Vu Le, Nonprofit AF

All in This Together: Ending white Supremacy Culture Starts with Us

Hafizah Omar and Alyssa Smaldino, Living Cities

BlackSpace Manifesto

BlackSpace

Building Relational Culture

Our Bodhi Project

Centering Blackness: The Path to Economic Liberation for All

Insight Center for Community Economic Development, Medium.com

Challenging white Dominant Culture: Time to Look in the Mirror

Lupe Poblano, CompassPoint

Decentering whiteness and Creating Inclusive and Equitable Conferences: A Tip Sheet

N. Aruliah, S. Balajee, S. Butler, B. Calhoun, D. Goodman, S. Leiderman, E. Morrison, and M. Potapchuk

Dismantling Anti-Black Bias in Democratic Workplaces: A Toolkit

AORTA

Disrupting white Dominant Culture: Reflection Questions for white People Working for Racial Justice

Maggie Potapchuk, MP Associates

Five Ways to Center People of Color

Erin Okuno, www.fakeequity.com

Going Pro-Black: What Would a Pro-Black Sector Sound, Look, Taste, And Feel Like?

NonProfit Quarterly

Interrupting white Dominant Culture in Museums

Mike Murawski, Art Museum Teaching

Love is in Need: 5 Things You Can Do to Center Black Freedom

Erin Trent Johnson, Medium.com

Paying Attention to white Culture and Privilege: A Missing Link to Advancing Racial Equity

Gita Gulati-Partee and Maggie Potapchuk, The Foundation Review

Pushing Back Against Habits of white Supremacy During a Crisis

Kad Smith, CompassPoint

Qualities of Regenerative and Liberatory Culture

Daniel Lim, Medium.com

The Bias of 'Professionalism' Standards
Aysa Gray, Stanford Social Innovation Review

Transforming Culture — An Examination of Workplace Values Through the Frame of white Dominant Culture
Merf Ehman, Columbia Legal Services, Management Information Exchange Journal

Uncovering white Supremacy Culture in Museum Work
Hannah Heller, nikhil trivedi and Joanne Jones-Rizzi, The Inclusion

We Can't Authentically Practice Feedback Without Talking About Power
Learkana Chong, CompassPoint

White Danger
Autumn Brown

White Dominant Culture & Something Different: A Worksheet
Partners for Collaborative Change

White Supremacy Culture: Coming Home to Who We Really Are
Tema Okun

White Supremacy Culture & Remote Culture Crosswalk
Remote DEI Collective

White Women Doing white Supremacy in Nonprofit Culture
Heather Laine Talley

Leadership for Racial Justice

Black Women Thriving
Ericka Hines and Mako Fitts Ward, Every Level Leadership

"Doing the Right Thing" Over "Doing Things Right," A Critical Principle for Advancing Equity and Justice
Vu Le, Nonprofit AF

Exploring Influence Without Authority
Kad Smith, CompassPoint

Healing Love Into Balance
Audrey Jordan, Kate Morales, Rosa Gonzalez, and Shiree Teng

How Do You Build Leaderful Organizations?
Ananda Valenzuela, RVC

Love Notes to Our Social Justice Leaders
Strategies for Social Change

Racial Equity Core Teams: The Engines of Institutional Change
Terry Keleher, Local and Regional Government Alliance on Race and Equity

The Challenge to Power
Dax-Devlon Ross, NonProfit Quarterly

The Productivity Paradox is the New Normal
Move to End Violence

Toward Love, Healing, Resilience & Alignment: The Inner Work of Social Transformation & Justice
Sheryl Petty, Kristen Zimmerman, and Mark Leach

What does it look like to radically reinvent leadership?
Vu Le, Nonprofit AF

FOUNDATIONAL COMPONENTS

Centering Relationships, Strengthening Internal Communication, and Engaging in Generative Conflict

Embracing Conflict Didn't Tear Our Organization Apart: It Transformed Us (Part 1)
Bryan Mercer and Hannah Sassaman

<p>How to Receive Feedback (Part 2): Power, Difference, and Inequity The Management Center</p>
<p>In It Together: A Framework for Conflict Transformation in Movement-Building Groups Interrupting Criminalization & Dragonfly Partners</p>
<p>Interrupting Feedback Practices of Dominance Clayton Robbins, Diversity Equity Inclusiveness Consulting</p>
<p>Moving Toward Conflict for the Sake of Good Strategy Yotam Marom, Medium.com</p>
<p>Nurturing Relationships, Navigating Conflict Kate Shapiro, Auburn Seminary</p>
<p>Supervising in a Crisis: Slowing Down and Focusing on Relationships Hana Lee, CompassPoint</p>
<p>Turning Towards Each Other: A Conflict Workbook Jovida Ross and Weyam Ghabdian</p>
<p>We Can't Work Toward Racial Justice and Equity Without Working on Relationships Kad Smith, CompassPoint</p>
<p>Individual and Community Care and Healing for Racial Justice</p>
<p>21 Day Self-Care Challenge Packet Move to End Violence</p>
<p>Healing & Accountability Wheel Black Emotional and Mental Health Collective (BEAM)</p>
<p>Healing Justice Practice Spaces: A How-To Guide Autumn Brown and Maryse Mitchell-Brody</p>
<p>How We Heal: From the Inside-Out National Equity Project</p>
<p>Love with Power: Practicing Transformation for Social Justice Kristen Zimmerman and Julie Quiroz, Movement Strategy Center</p>
<p>Murmuration: Returning to the Whole adrienne maree brown, YES Magazine</p>
<p>Out of the Spiritual Closet: Organizers Transforming the Practice of Social Justice Kristen Zimmerman, Neelam Pathikonda, Brenda Salgado and Taj James, Movement Strategy Center</p>
<p>Practicing Self-Care for Sustainability and Impact Move to End Violence</p>
<p>Resources for Sustaining Momentum and Doing Everyday Racial Justice Work Beth Goodbee, Heart-Head-Hands.com</p>
<p>Rest: A Middle Finger to Oppression, a Road Map to Justice Shawn A. Ginwright, NonProfit Quarterly</p>
<p>Self-Care Strategies for Survival: Sustaining Oneself in Social Justice Movements Lauren Lofton, CompassPoint</p>
<p>Accountability Practices</p>
<p>10 Ways Orgs Can Show Up for Black Lives Without Exploiting 'Black Lives Matter' Sunshine Muse, ColorLines</p>
<p>Accountability in a Time of Justice Vivette Jefries-Logan, Michelle Johnson, Tema Okun</p>
<p>Accountability Principles Puget Sound Cohort and Race Forward</p>

<p>Accountability: Who Benefits from Our Work Paul Kivel</p>
<p>Building a Culture of Accountability Piper Anderson, Stanford Social Innovation Review</p>
<p>Building Accountable Relationships with Communities of Color: Some Lessons Learned Pax Christi Anti-Racism Team</p>
<p>Calling In: A Quick Guide on When and How Sian Ferguson, Everyday Feminism</p>
<p>Community Accountability within the People of Color Progressive Movement INCITE! Women of Color Against Violence</p>
<p>Dreaming Accountability Mia Mingus, Leaving Evidence</p>
<p>Healthy Group Accountability: Learning How to Learn Joshua Kahn Russell and Michael Strom</p>
<p>Leaders Need to Build Peer Accountability Cathy Dang-Santa Anna, Convergence</p>
<p>Organizational Change and Accountability Paul Kivel</p>
<p>Protocol and Principles for white People Working to Support the Black Liberation Movement Bay Area Solidarity Action Team</p>
<p>The Liberatory World We Want to Create: Loving Accountability and the Limitations of Cancel Culture Aja Couchois Duncan and Kad Smith, NonProfit Quarterly</p>
<p>Transparency Kip Holley and Jon Martinez, Organizing Engagement</p>
<p>What Does Accountability Look Like Without Punishment? Mariame Kaba, Josie Duffy Rice, and Reina Sultan, YES! Magazine</p>
<p>What To Do When We F*ck Up — Because We Will — A Lot Rebekah Giacomantonio, Community-Centric Fundraising</p>

COLLECTIVE LEARNING AND ORGANIZATIONAL ASSESSMENT

Building Racial Justice Knowledge, Skills, and Analysis

<p>1619 Podcast Nikole Hannah-Jones, The New York Times</p>
<p>6 Month Study and Practice Guide White Awake</p>
<p>A Conversation on Race: A series of short films about identity in America The New York Times</p>
<p>Anti-Oppressive Facilitation for Democratic Process: Making Meetings Awesome for Everyone AORTA</p>
<p>Anti-Racist Facilitator's Guide to Co-Op Development Solidarity Resource</p>
<p>Asian American Racial Justice Toolkit J. Ishida and Soya Jung</p>
<p>Belonging: A Weekly Practice – Facilitator and Practice Guide Othering and Belonging Institute</p>
<p>Cracking the Codes: The System of Racial Inequity World Trust Educational Services</p>

Dismantling Racism 2016 Workbook dRworks
Learn & Unlearn: Anti-racism Resource Guide School of Art Institute of Chicago, Multicultural Affairs
Mirrors of Privilege: Making whiteness Visible World Trust Educational Services
Organizing for Power, Organizing for Change: Resources and Trainings Lisa Fithian
Putting Racism on the Table (Videos) Washington Regional Association of Grantmakers
Race: The Power of an Illusion California Newsreel
RaceWorks Toolkit Stanford University, SPARQtools
Racial Equity Learning Modules World Trust Educational Services
seeing white (Podcast) Center for Documentary Studies, Scene on Radio Podcast
The Shape of Trust: Video Facilitation Guide City of Seattle Race and Social Justice Initiative
Structural Racism Explained: Video & Teaching Guide Othering and Belonging Institute
Systems Thinking and Race: Workshop Summary john a. powell, Connie Cagampang Heller and Fayza Bundalli
Targeted Universalism: Animated Video Othering and Belonging Institute
Teaching People's History: Teaching Materials Zinn Education Project
The 1619 Project Curriculum Pulitzer Center
The Disturbing History of the Suburbs Adam Ruins Everything
Transforming white Privilege: A 21 st Century Leadership Capacity World Trust Educational Services, MP Associates, and The Center for Assessment and Policy Development
We Don't Want to Be Stars: A 21st-Century Intersectional Feminist Organizing Curriculum for These Times Kate Shapiro, Auburn Seminary
Witness History: Black History Podcast BBC News
Witnessing whiteness: The Journey into Racial Awareness and Antiracist Action (Workshop Series) Shelly Tolchuk
Communicating about Racial Justice
7 agreements for productive conversations during difficult times Vu Le, Nonprofit AF
Content creators, here's an Equity Screen to use as you work on your next blog post, book, podcast, or video Vu Le, Nonprofit AF
Courageous Conversations Toolkit Social Transformation Project

Discussion Guide: Common Good Message Box Building Movement Project
GARE Communications Guide Local and Regional Government Alliance for Race and Equity
How to Tell Compelling Stories While Avoiding Exploitation Abesha Shiferaw, Nonprofit Technology Conference
Messaging This Moment: A Handbook for Progressive Communicators Center for Community Change
Race Matters: How to Talk Effectively About Race Dorlee, Social Work Career
Re-railing the Conversation on Race Autumn Brown, AORTA, and Danielle Sered
Talking About Race National Museum of African American History & Culture
Telling a New Story: A Collaborative Checklist for Social Justice Leaders Using Narrative Strategies for Change The Opportunity Agenda
Ten Lessons for Talking About Race, Racism and Racial Justice The Opportunity Agenda
The Stories We Tell: Land Acknowledgements & Indigenous Sovereignty Center for Story-Based Strategy
Racial Equity Organizational Change Assessments
Building Organizational Capacity for Social Justice: Framework, Approach and Tools National Gender and Equity Campaign
Commitment to Operationalize Racial Equity Boston University, Boston Medical Group
Equity and Empowerment Lens Sonali Sangeeta Balajee, Multnomah County, Oregon
Internal Institutional Analysis on Race Worksheet for Predominantly white Congregations Katie Crowe
Race Equity Cycle Pulse Check Equity in the Center
Race Matters: Organizational Self-Assessment Annie E. Casey Foundation
Racial and Social Equity Assessment Tool for Farm to School Programs and Policy National Farm to School Network
Racial Equity Readiness Assessment for Workforce Development Race Forward
Racial Justice Assessment Tool Western States Center
REJI Organizational Equity Plan Worksheet (Tool A) JustLead Washington
Standing Together Coming Out for Racial Justice: An Anti-Racist Organizational Development Toolkit for LGBT Equality Groups and Activists Basic Rights Education Fund. pp.147-163
Tool for Organizational Self-Assessment Related to Racial Equity Coalition of Communities of Color and All Hands Raised

Transforming Organizational Culture Assessment Tool (TOCA)
Maggie Potapchuk, MP Associates

Racial Justice Impact and Power Analysis Questions

Approaches to Power Inequity Within Organizations
AORTA

Concentric Circles: Unpacking Privilege and Power
Maggie Potapchuk, MP Associates

How Can We Choose Strategies for our Action Plan?
MP Associates and Center for Assessment and Policy Development

Racial Equity Decision-Making Tool (REDT)
Maggie Potapchuk, MP Associates with additions from Raquel Gutierrez, Blue Agave Partners

Racial Equity Impact Assessment
Race Forward

Racial Equity Toolkit to Assess Policies, Initiatives, Programs and Budget Issues
Seattle Race and Social Justice Initiative

Resource Guide to Power Mapping
Restorative Justice Project at Impact Justice

Strategic Questioning: An Approach to Creating Personal and Social Change
Fran Peavey

Tools for Thought: Using Racial Equity Impact Assessments for Effective Policymaking
Annie E. Casey Foundation

DEVELOPING AN ORGANIZATIONAL ACTION PLAN

Internal Policies and Practices

Brave Questions: Recalculating Pay Equity
Mala Nagarajan and Richael Faithful, Network Weaver

Compensation Policy
Media Justice

How to Be an Antiracist Supervisor: Start with Changing What You Call Yourself
Kim-Monique Johnson, NonProfit Quarterly

Investing in Community: Why Radical Human Resources Is Critical for Movement Organizations
Interview with Mala Nagarajan and Richael Faithful, Borealis Philanthropy

Making Our People Policies More Equitable, Human, & Humane
Aja Couchois Duncan and Pam Sysiuk, Change Elemental

Power Dynamics: A Systemic Inquiry
Anna Birney, Network Weaver

Reimagining Compensation Decisions through an Equity Panel
Jasmine Hall, CompassPoint

Reimagining Compensation: It's Time to Stop Building on Inequities of The Past (Part 1)
Shannon Ellis, CompassPoint

Restorative Justice for Our Movement
Face Race Plenary, November 2022, Race Forward, Start at 40:00

When All of Our Tools Are Weapons
Erica Stallings, Leadership Learning Community

White-Led Organizations: Here Are Three Keys to Incorporating Racial Equity in Strategic Planning
Renee Rubin Ross, Community-Centric Fundraising

Hiring / Recruitment / Promotion

10 ways to make executive leadership searches and transitions better and more equitable
Vu Le, Nonprofit AF

18 Ways We've Improved Our Hiring Process
Kira Page, COCo

Cultivate Talent with The Same Energy Level You Cultivate Gifts — Especially with Your BIPOC Support Staff
Priscilla Lopez, Community-Centric Fundraising

Equity in Hiring and Employee Development
City of Madison Human Resources

Equity, Diversity and Inclusion in Recruitment, Hiring and Retention
Urban Sustainability Directors Network

Hiring: Building the Team You Want
AORTA

Making (or Taking) Space: Initial Themes on Nonprofit Transitions from White to BIPOC Leaders
Building Movement Project on behalf of the Robert Sterling Clark Foundation

Race to Lead: Confronting the Nonprofit Racial Leadership Gap
Sean Thomas Breitfeld and Frances Kunreuther, Building Movement Project

Racial Equity and Social Justice Tool: Process Guide
City of Madison

The "Problem" Woman of Colour in the Workplace (Toolbox)
Kira Page, COCo

Contracting and Finances

Addressing Racially Biased Financial Analysis
Nonprofit Finance Fund

Contracting for Equity: Best Local Government Practices that Advance Racial Equity in Government
Contracting and Procurement
Local and Regional Government Alliance on Race and Equity

Guidelines for Promoting Racial Equitable Purchasing
Annie E. Casey Foundation

FY24 Operating Budget Equity Tool Guidance Manual
Montgomery County, Maryland

Program Strategies

Applying a Racial Equity Lens to Our Parks
Alec Weis, Julie Nelson, Jennifer Ringold, Art Hendricks, and Jules Posades, Parks and Recreation Magazine

Best Practices for white-Led Organizations to Promote Health Equity and Racial Justice in Health Advocacy
Alberto González and Kasey Wilson, Community Catalyst

Farm to Early Care and Education Racial Equity Framework
Ready Set Grow

How Can We Choose Strategies for Our Action Plan?
MP Associates and Center for Assessment and Policy Development

Liberatory Design Card Deck
Tania Anaissie, Victor Cary, David Clifford, Tom Malarkey, Susie Wise, National Equity Project

Measuring Love in the Journey for Justice: A Brown Paper
Shiree Teng and Sammy Nuñez

Organizing Transformation: Best Practices in the Transformative Organizing Model
Steve Williams, Rosa Luxemburg Stiftung

Racial Equity Tools – Strategies Section

Center for Assessment and Policy Development, MP Associates, and World Trust Educational Services

Governance Process and Structures

“If You Like It Then You Shoulda Put a Re-Ng on It!” Moving Nonprofit Boards Towards Real Racial Equity (Re) Commitments

Sapna Sopori, Sapna Strategies LLC

7 principles of community-centric boards

Vu Le, Nonprofit AF

Activating Race Equity Problem-Solving on Nonprofit Boards

Markita Morris-Louis

Decolonize Your Board

Natalie A. Walrond, Stanford Social Innovation Review

Guardrails for Relationships Tilted by Power: How to Keep Everyone on the Road

Keecha Harris, NonProfit Quarterly

The 4 Secrets: The Hidden Factor of Nonprofit Boards & Racial Equity Change

Kelly Bates, Interaction Institute for Social Change

The default nonprofit board model is archaic and toxic; let’s try some new models

Vu Le, Nonprofit AF

Racial Identity-Based Caucuses

Building an Effective white Caucus

Roots of Justice

Caucuses as a Racial Justice Strategy: What We Have Learned

JustLead Washington

Disrupting white Supremacy Culture: Reflection Questions for white People Working for Racial Justice

Maggie Potapchuk, MP Associates

Going to the Root: How white Caucuses Contribute to Racial Justice

Alex Vlastic, The Arrow

Being Mindful of Race: Guidelines for Forming Racial Affinity Groups

Ruth King

Race Caucusing in an Organizational Context: A POC’s Experience

Kad Smith, CompassPoint

Racial Identity Caucuses

No author listed

Tips for Creating Effective white Caucus Groups

Craig Elliott

Why People of Color Need Spaces Without white People

Kelsey Blackwell, The Arrow

Witnessing Each Other: Reflections on Our Asian Affinity Space

Learkana Chong, CompassPoint

Building Relationships and Engaging Community

Authentic and Equitable Partnerships: A Framework for Building Movements

Gita Gulati-Partee and Maggie Potapchuk

Centering Community: Shifting Power & Relationships

Jeanette Bocanegra, José Faus and Josefa Sherer, Wellbeing Blueprint

Community Power, Place, and Structural Change

Manuel Pastor, Jennifer Ito, et. al. USC Dornsife Equity Institute

<p>Monterey County: From Disenfranchisement to Voice, Power, and Participation Race Forward</p>
<p>Operationalizing a Structural Racism Framework: A Guide to Community Level Research and Action Stacy Sutton, Aspen Roundtable Structural Racism and Community Revitalization Project</p>
<p>Our Approach to Race Equity Work and Why We Focus on Black and Latinx People Code2040</p>
<p>Racial Equity in Service to Collective Impact and Movement Building: The Blueprint North Carolina Story Judia Holton, Emelia Cowans-Taylor, Erin Byrd, Roxane Richir, and Ivanna Gonzalez, Blueprint NC</p>
<p>The Community Engagement Continuum: Outreach, Mobilization, Organizing and Accountability to Address Violence against Women in Asian and Pacific Islander Communities Mimi Kim, Asian & Pacific Islander Institute on Domestic Violence/Asian & Pacific Islander American Health Forum</p>
<p>The Community Engagement Guide for Sustainable Communities Danielle Bergstrom, Kalima Rose, Jillian Olinger, Kip Holley</p>
<p>Spectrum of Family & Community Engagement for Educational Equity Rosa González, Facilitating Power in Partnership with Movement Strategy Center</p>
<p>Engaging Stakeholders in Developing Strategies: A Field Guide Community Wealth Partners</p>
<p>Tracking Progress and Evaluation</p>
<p>Centering Racial Equity in Measurement and Evaluation L. Edmonds, C. Minson, and A. Hariharan</p>
<p>Constructing A Racial Equity Theory of Change: A Practical Guide for Designing Strategies to Close Chronic Racial Outcome Gaps The Aspen Institute Roundtable on Community Change</p>
<p>Evaluating Community Organizing Catherine Crystal Foster and Justin Louie, Center for Evaluation Innovation</p>
<p>It's Time To Rethink ROI Metrics In Racial Justice Sapna Sopori, Community-Centric Fundraising</p>
<p>How Can We Create Reasonable Expectations for the Success of the Group's Strategies While Still Being Accountable? Center for Assessment and Policy Development</p>
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<p>How Can We Lay Out Assumptions to Understand our Theory of Change? Center for Assessment and Policy Development and MP Associates</p>
<p>How Can We Tell If Our Strategies are Powerful Enough for the Changes We Want? Center for Assessment and Policy Development</p>
<p>Multiple Ways of Knowing: Expanding How We Know Elissa Sloane Perry and Aja Couchois Duncan, NonProfit Quarterly</p>
<p>Racial Equity Tools – Evaluate Section Center for Assessment and Policy Development, MP Associates, and World Trust Educational Services</p>
<p>Racial Equity: Getting to Results Local and Regional Government Alliance on Race and Equity</p>
<p>Why Am I Always Being Researched? A guidebook for community organizations, researchers, and funders to help us get from insufficient understanding to more authentic truth Chicago Beyond</p>

