SAMPLE: Community Organization

Step One

What is your overarching racial equity goal?

To end institutionalized racism in city government; and to create a community that is enriched by diverse cultures, with full participation of all residents.

What is your more targeted, direct racial equity goal?

To eliminate racial disparities in juvenile sentencing in (city/county) within five years.

[*here you find additional data that describes the juvenile incarceration rates by racial identity and other relevant data from the city/county*]

Step Two

What are the pre-conditions? What needs to be in place in order for your racial justice goal to be achieved?

1. A wider menu of positive recreational options for local youth.
2. Alternative sentencing options for local judges: options that are more proportionate to the crimes committed and that take the devastating community impacts of mass incarceration into account.
3. Culturally competent police officers and juvenile justice officials.

Step Three

What public policies (+/-) affect each precondition? Is there a policy that could be put in place or modified that would help achieve the goal?

NOTE: From here – the Sample looks at their **Precondition 3**. For your work, you will do this process for EACH precondition you've named.

1. There are no funds allocated that require racial equity and cultural competency training for officers.
2. The "community policing" model is not well-resourced to allow officers to engage authentically with young people.
3. _____

Step Four

What social and institutional practices (+/-) affect each precondition? Are there practices that could be put in place or modified?

1. Institutional practice of "stop and frisk" undermines cultural competency.
2. Officers frequent communities of color with potential bias.
3. Schools do not include school resource officers in cultural competency trainings.

Step Five

What representations, stereotypes and belief systems (+/-) affect each of the preconditions? What alternatives could be introduced?

1. Many police officers in our [city/county] assume most youth of color are associated with local gang activity.
2. Existing PO behaviors inhibit Youth of Color's desire, comfort, security in making any authentic connections.
3. Blue Wall of Silence - unwritten code (i.e.belief system) that officers do not report colleagues' misconduct or crimes.

Step Six

Step Seven

Step Eight

Step Nine

Step Ten