

GOALS AND PRE-CONDITIONS

In your Week One Glossary page, Racial equity was defined as a process. **Yes, and** we find it valuable to see Racial Equity as both **a process** (how we work) and **an outcome** (what happens as a result of our work).

To that end, racial equity is the substantive alternative to structural and/or systemic racism. It is a social outcomes “picture” in which race is not consistently associated with privilege and disadvantage. The goal of racial equity is to produce fairness and social justice—race would no longer be a factor in the assessment of merit, or in the distribution of opportunity.

Step 1: Goal Setting

What is your overarching racial equity goal?

This first step in developing a Racial Equity Theory of Change is to clearly state your overall desired outcome. **Is there a specific arena of racial disparity or injustice that we would like to eliminate?**



What is your more targeted, direct racial equity goal?

→ **EXERCISE:** Use these guiding questions to guide you toward your more targeted goal:

- At what scale will we seek change: Organization, Institution, community, county, state/region?
- What will racial justice look like if we achieve our desired outcome? Are our goals measurable?
- Can we estimate a realistic timeframe for achieving our overall desired goal?

With these considerations - write your more targeted racial equity goal.

Step 2: Pre-Conditions

This second step in developing your RETOC is to think through and document what would need to be in place in order for your overall outcome to be achieved. These preconditions are the building blocks that make the outcome possible. Without them – the outcome may only be partially achieved, leaving unattended gaps in racial inequity. Therefore, these preconditions will become your prioritized areas of focus.

Important Note: To identify the right building blocks, you might need the advice of experts and local stakeholders familiar with your chosen issue. It is important to take the time to ground your decision-making in research, expert knowledge, and community experience.

What pre-conditions are necessary in order for your racial equity goal to be achieved?

TIP: One way to identify pre-conditions is to “flip” the ask: What barriers to this desired racial equity outcome must be crossed/eliminated in order to be successful?

→ **EXERCISE:** Develop an initial list of preconditions for your desired outcome – including those that may be outside of your organization’s scope/reach. (These should be NOUNS – not verbs.)

→ **NEXT**, clarify which preconditions you can directly influence (ones you are likely able to address) and which are important, but not directly in your control (those that may be addressed by other community partners.)

Preconditions we can influence:

Preconditions outside our influence:

→ **LAST**, Identify (circle) the **THREE** Pre-conditions that you believe are “reachable” that is, within your scope/influence.

These three pre-conditions will be the basis of your work through the following several steps. It will be important to keep the other pre-conditions on your radar.