

## The Coalition for Racial Justice - Iowa City/Johnson County

# Racial Equity Toolkit

The Coalition for Racial Justice Racial Equity Toolkit provides easily accessible resources that can be used by individuals, organizations, and policy-decision makers to engage in intentional action to turn the tide on racial disparities. As is often said, “Where there’s a will, there’s a way.” The following tools are offered to lead the “way” in that process. It’s up to all of us to determine whether there is the “will” to work for racial equity in our community. The Coalition for Racial Justice is eager to work with members of the community ready to move forward in this work. See below for contact information.

### Racial Equity Assessment Tools

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- Annie E. Casey Foundation, The. Race Matters Toolkit: <http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx>
- Aspen Institute. Dismantling Structural Racism: A Racial Equity Theory of Change: [http://www.aspeninstitute.org/sites/default/files/content/docs/rcc/RETOC\\_06.PDF](http://www.aspeninstitute.org/sites/default/files/content/docs/rcc/RETOC_06.PDF)
- Equity Project (The) at Indiana University (nd). Using Data. Retrieved June 2, 2102 from: <http://www.indiana.edu/~equity/usingdata.php>
- Evaluation Tools for Racial Equity (Glossary): <http://www.evaluationtoolsforracialequity.org/termRacial.htm>
- Evaluation Tools for Racial Equity: <http://evaluationtoolsforracialequity.org/index.htm>
- Methods for Assessing Racial/Ethnic Disproportionality in Special Education: A Technical Assistance Guide: <http://www.ideadata.org/docs/Disproportionality%20Technical%20Assistance%20Guide.pdf>
- Multnomah County, Oregon. Equity and Empowerment Lens: <http://web.multco.us/diversity-equity/equity-and-empowerment-lens> . See Appendix 3 for Organizational Checklist for Racial Justice.
- Potapchuk, M. (n.d.) Assessing your community’s inclusiveness. Retrieved May 20, 2009 from: <http://www.mpassociates.us/pdf/Inclusivecmt3.pdf>
- Racial Equity Tools: <http://www.racialequitytools.org/>
- W.K. Kellogg Foundation. Racial Equity: <http://www.wkkf.org/what-we-support/racial-equity.aspx>
- Western States Center (2001, Winter). Assessing organizational racism: <http://www.racialequitytools.org/resourcefiles/westernstates2.pdf>

### Tools for Understanding White Privilege

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- DeRosa, P. (2002). Facing the fear: White leaders, diverse communities, and racism. Retrieved May 20, 2009 from ChangeWorks: <http://www.changeworksconsulting.org/Facing%20the%20Fear-03.04.03.pdf>
- Holladay, Jennifer (2000). How to start a white-on-white dialogue: The roles we can play. Retrieved May 31, 2009 from: [http://www.csworkshop.org/pdfs/CARA/AOYP/CIWPB/4\\_Roles.PDF](http://www.csworkshop.org/pdfs/CARA/AOYP/CIWPB/4_Roles.PDF)
- Kivel, P. (2006). Guidelines for Being Strong White Allies. <http://www.paulkivel.com/resources/articles/23-article/73-guidelines-for-being-strong-white-allies>
- Potapchuk, M. (nd). Doing the work: Unearthing our own white privilege. Retrieved June 1, 2009 from: <http://www.mpassociates.us/pdf/DTW.pdf>
- Potapchuk, M., Leiderman, S., Bivens, D., & Major, B. Flipping the Script: White Privilege and Community Building: <http://www.cabd.org/pubfiles/pub-2005-01-01.pdf>
- White People Challenging Racism Facilitators Group. Spurred to Action: Voices of Participants in “White People Challenging Racism: Moving From Talk to Action”. See especially Appendix IV, pg 17: “On Being a White Ally,” from *The Autobiography of Malcolm X*, Alex Haley and Malcolm X (Ballantine: 1964): pp. 383–384.: <http://www.wpcr-boston.org/2006report.pdf>

## **Models for Addressing Racial Disparities**

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- Annie E. Casey Foundation. Race Matters: Unequal Opportunities in Education. Retrieved from: [http://www.aecf.org/upload/publicationfiles/fact\\_sheet3.pdf](http://www.aecf.org/upload/publicationfiles/fact_sheet3.pdf)
- Davey, L. (2009). Strategies for Framing Racial Disparities: A FrameWorks Institute Message Brief. Washington, DC: FrameWorks Institute. Retrieved May 23, 2012 from: [http://frameworksinstitute.org/assets/files/PDF\\_race/disparitiesmessagebrief.pdf](http://frameworksinstitute.org/assets/files/PDF_race/disparitiesmessagebrief.pdf)
- ERASE Racism: Eliminating Barriers to Racial Equity (New York): <http://www.eraseracismny.org/>
- Iowa Department of Human Rights. School-to-Court: Local Strategies Facilitator Guide. A Self-Guided Assessment of School Discipline and Arrests: [http://www.humanrights.iowa.gov/cjip/images/pdf/school\\_to\\_court/SchooltoCourt%20Local%20Strategies%20Full%20Instrument.pdf](http://www.humanrights.iowa.gov/cjip/images/pdf/school_to_court/SchooltoCourt%20Local%20Strategies%20Full%20Instrument.pdf)
- Metzger, S., Bayard, R., & Waheed, K. (2010, November 9): The Alliance for Racial Equity in Child Welfare IFCW WorldForum 2010, Palisades, NY. <http://antiracistalliance.com/PromotingRacialEquityinChildWelfareOutcomes.pdf>
- Minneapolis Foundation, The. (nd). About Equity and Social Change. Retrieved June 5, 2012 from: <http://www.minneapolisfoundation.org/CommunityGrants/Equity.aspx>
- Seattle, City of: Race and Social Justice Initiative: <http://www.seattle.gov/rsji/>
- Urban League of Portland. Racial Equity Strategy Guide. <http://ulpdx.org/wp-content/uploads/2012/02/RACIAL-EQUITY-STRATEGY-GUIDE-FINAL.pdf>

## **Discussion Starters on Racism**

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- Annie E. Casey Foundation. (2007). Race Matters Toolkit. Retrieved April 5, 2008 from: <http://www.aecf.org/knowledgecenter/publicationsseries/racematters.aspx>
- Aspen Institute (2004). Structural Racism and Community Building. Retrieved May 15, 2012 from: <http://www.aecf.org/upload/publicationfiles/re3622h650.pdf>
- Aspen Institute. Tools for Dismantling Structural Racism: <http://www.aspeninstitute.org/policy-work/community-change/structural-racism-policy-research/tools-dismantling-structural-racism>
- Aspen Institute. Glossary for Understanding the Dismantling Structural Racism/Promoting Racial Equity Analysis. <http://www.aspeninstitute.org/sites/default/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>
- Center for Assessment and Policy Development (2010, July). Leadership and Race: How to Develop and Support Leadership that Contributes to Racial Justice. Retrieved June 10, 2012 from: <http://www.capd.org/pubfiles/pub-2010-07-02.pdf>
- Davey, L. (2009). Strategies for Framing Racial Disparities: A FrameWorks Institute Message Brief. Washington, DC: FrameWorks Institute. Retrieved May 23, 2012 from: [http://frameworksinstitute.org/assets/files/PDF\\_race/disparitiesmessagebrief.pdf](http://frameworksinstitute.org/assets/files/PDF_race/disparitiesmessagebrief.pdf)
- Equity Project (The) at Indiana University (nd). Glossary of Equity Terms: <http://www.indiana.edu/~equity/glossary.php>
- Poverty & Race Research Action Council (2006). Issue on Structural Racism. *Poverty & Race*, 15:16, pp <http://www.prrac.org/newsletters/novdec2006.pdf>
- Western States Center (n.d.). *Dismantling Racism: A Resource Book*. Retrieved September 22, 2010 from: <http://www.westernstatescenter.org/tools-and-resources/Tools/Dismantling%20Racism>

For more information, The Coalition for Racial Justice members are available to present information about racial disparities and racial equity tools to local organizations. To schedule a presentation or to be included in the Community Racial Justice Mailing List, contact:

**The Coalition for Racial Justice via email: [coalition.racial.justice@gmail.com](mailto:coalition.racial.justice@gmail.com).**

**Visit the Coalition's website: <http://racialjusticecoalition.com> or Facebook page: [www.facebook.com/RacialJusticeCoalition](http://www.facebook.com/RacialJusticeCoalition)**