

BCDI Equity Tools

For the purposes of the use of BCDI's Leadership Council, the following document is adapted from Race Forward's [Creating Cultures and Practices for Racial Equity](#).

Priority 1: Mission Statement and Common Definitions

<u>Mission Statement</u>	Adopt a clear commitment to racial equity. Efforts lose potency and impact when they are deracialized, depoliticized, and dehistoricized.
<u>Common Definitions</u>	Establish clear, agreed upon terms.

Priority 2: Steps Towards Decision Making With a Racial Equity Lens

Step 1	Name and aim for specific internal and external outcomes and impacts you'd like to work towards in your organization.	Tool 1 <ul style="list-style-type: none"> • Organizing Racial Equity Impacts and Outcomes Assessment • Internal Facing Racial-Equity Assessments • External Facing Racial-Equity Assessments
Step 2	Identify specific decision-making opportunities where you can consciously apply a race lens.	Tool 2 Choice Points Criteria and Selection Tool 3 Equitable Decision-Making and Accountability
Step 3	Use or create a visual representation as a reminder to center racial equity and BIPOC.	Tool 4 The R.A.C.E. Lens Tool 5 Values-Based Racial Equity Tool
Step 4	Use a Racial Equity Tool to generate creative strategies and tactics.	Refer to any of the Equity Tools above, and/or create a hybrid tool that fits the needs of your organization.
<p>Note: The process may not always unfold in a sequential and predictable manner. This Is. The. Work.</p>		

Tool 1: Organizing Racial Equity Impacts and Outcomes Assessment

Introduction: Visioning Questions Worksheet	
Guiding Statement: “Nothing happens in the ‘real’ world unless it first happens in the images in our heads.”	Prefiguration:
Question 1: What can equity look like in your organization? And what would it feel like? What behaviors, policies and practices would have to change to enable equity in your organization?	
Question 2: How would relationships in your organization have to change in order to foster racial equity?	
Question 3: What would it feel like to be in an organization where BIPOC and other marginalized identities thrive and are truly well - and for all stakeholders to experience equity, belonging, and wellness?	

For each impact or outcome, assign a score on a scale of 1-5 in the right column reflecting your assessment of your organization's current state in the area.

Internal-Facing Racial Equity Impacts: Which would you like to see happen in your organization?		
AREA OF WORK	IMPACT OR OUTCOME	RATING
Budgeting: Expenditures and Investments	<p>Financial systems ensure that an equitable and growing share of your expenditures and investments go to enterprises and organizations owned and/or led by BIPOC to counteract race and gender wealth gaps.</p> <p>Decisions about resource and fund allocations prioritize racial equity and consider the impacts on BIPOC staff and stakeholders.</p> <p>Racial equity projects and programs are appropriately funded and resourced - and fundraising efforts are continually underway to enable successful racial equity implementation.</p>	
Vendor Procurement and Contracting	<p>Operational systems prioritize relationships and contracts with local BIPOC vendors and BIPOC small businesses in order to counteract race and gender wealth gaps.</p> <p>Vendor procurement processes eliminate barriers through strategies like translated documents, accessible forms, and transparent policies and communication.</p> <p>BIPOC Vendors are treated with respect and compensated equitably.</p>	
Human Resources	<p>Leadership Council and other leaders of initiatives are trained in using racial equity practices and receive ongoing learning and leadership development opportunities related to racial equity.</p> <p>BIPOC Leadership Council and other leaders of initiatives receive new and sufficient support mechanisms in order to succeed and lead, and have racial affinity spaces provided if needed.</p> <p>White Leadership Council and other leaders of initiatives receive training and leadership development support in order to foster white anti-racist advocacy and allyship, and have racial affinity spaces provided, if needed.</p>	
Program Design,	Annual organization-wide and	

<p>Development, and Evaluation</p>	<p>departmental/program-level racial equity goals and plans, with periodic reporting and accountability measures are implemented.</p> <p>Racial Equity is integrated into cross-cutting strategic planning goals and activities.</p> <p>Program evaluation systems track, measure, and report on programmatic racial equity progress and impact.</p> <p>Racial Equity Assessment Tools or Primes are used regularly before and during programmatic decisions, and shared racial equity tools are referenced across teams and departments.</p> <p>Program managers are able to articulate how activities materially improve the conditions for BIPOC audiences, visitors, artists, and all stakeholders.</p> <p>Storytelling about program impacts and results - for both communications and marketing efforts as well as fundraising - speak specifically and authentically about racial equity impacts experienced by BIPOC staff and stakeholders.</p>	
<p>Collections, Acquisitions, and Accessions</p>	<p>For collecting and exhibiting organizations, policies and practices ensure that BIPOC are presented in ways that edify, delight, and create space for new and expanded publics.</p> <p>Advisory committees for accessions and exhibitions include curators, scholars, and community experts who represent underrepresented and misrepresented communities to help disrupt insularity, provide accountability, and produce equity focused decisions that elevate BIPOC work and/or artistry.</p>	
<p>Organizational Culture</p>	<p>Race conversations are normalized, constructive, and productive.</p> <p>Staff and volunteers feel comfortable, skilled, and supported by each other when engaging with learning, inquiry, and decision-making on racial equity issues.</p> <p>Staff are well-versed in the manifestations of white supremacy cultural norms like perfectionism, individualism, power hoarding etc., and engage</p>	

	<p>habitually to notice, address, and interrupt those norms (see Tema Okun's article).</p> <p>Organizational policies, practices, and protocols prioritize staff physical and emotional health and wellness. Regular check-ins or assessments of staff happiness and quality of life are conducted.</p> <p>Conversations about shared and equitable labor, including emotional labor, are frequent and policies and decisions are adjusted to ensure that BIPOC and other marginalized staff are not overburdened or fatigued.</p> <p>New practices reflecting multi-racial and intersectional inclusion are developed and sustained.</p> <p>Cultures prioritizing story-sharing, skill-sharing, care-taking, celebration, and wellness are uplifted.</p> <p>Staff across all levels do not fear retaliation for talking about institutional racism and sexism, and appropriate grievance policies protect against interpersonal issues.</p>	
<p>Governance and Decision-Making</p>	<p>Organization decisions do not stem from white leaders' discomfort, biases or preferences, but rather from collaborative leadership that engages BIPOC staff and stakeholders and meets their needs.</p> <p>Racial equity decision-making tools are regularly used to make routine decisions, large and small, for planning, budgeting, hiring, policy-making etc.</p> <p>An active and diverse racial equity team helps initiate, plan, and coordinate equity-related activities.</p> <p>A Leadership Council that is majority BIPOC and invested in racial equity action in cultivated, recruited, retained, sustained, and active - by a designated date.</p>	

<p>External-Facing Racial Equity Impacts: Which would you like to see happen at your organization?</p>		
<p>AREA OF WORK</p>	<p>IMPACT OR OUTCOME</p>	<p>RATING</p>
<p>Audience, Visitor,</p>	<p>Barriers to access and engagement for BIPOC</p>	

<p>and Community Engagement</p>	<p>audiences and visitors are routinely discussed, and plans for addressing them are generated and implemented across the organization.</p> <p>Racial equity efforts are not siloed in or relegated only for front-line staff, but racial equity goals and plans are integrated into every department.</p> <p>BIPOC staff are not overrepresented in parts of the institution that have to do with engaging community members or educating audiences - but they occupy roles with positional power across the institution, including leadership.</p> <p>Programs that authentically and reciprocally engage feedback, expertise, input, and investment from BIPOC communities are prioritized, resourced, and celebrated.</p> <p>Race-explicit language that speaks to impacts on specific BIPOC communities is encouraged and used, rather than vague, generalized, or racially coded language.</p> <p>Relationships and strategic partnerships with BIPOC communities - and organizations rooted in BIPOC communities - are honored and prioritized. Long-term, mutually reciprocal, supportive relationships become the norm rather than one-off, transactional, events-based partnerships.</p>	
<p>Events Productions, Public Programs, and/or Exhibitions</p>	<p>BIPOC community members are prominently featured and amplified in exhibitions and events.</p> <p>Content, tone, relevance, and stance of programs and exhibits are evaluated with an understanding of racism and racial equity - rather than from a colorblind, race-neutral perspective.</p>	
<p>Curatorial</p>	<p>BIPOC hold key curatorial positions and are supported in bringing their life experience into the processes of their work.</p> <p>Curators value aesthetics and cultural and experiential knowledge of formerly excluded communities.</p> <p>Curatorial practices decenter the institution in favor of</p>	

	the communities they serve, and democratize processes to include culture bearers of formerly excluded communities.	
Communications and Marketing	<p>Publicity, marketing, and programming of BIPOC community members is prominent and common-place.</p> <p>Internal and external communications and educational materials include representative materials around BIPOC community members.</p> <p>Racial dynamics are routinely and explicitly addressed in public communications and social media. Messaging and external communications speak directly to BIPOC communities and families.</p>	
Development Programs, including Fellowships, Commissions, Residencies	<p>BIPOC fellows, residents, teaching artists, and commissioned artists are equitably supported, resourced, and amplified.</p> <p>Dedicated and targeted support - including grant funds, mentorships opportunities, and guidance - are provided to BIPOC community members.</p> <p>Metrics and indicators of progress are tracked over time to assess rates of retention, growth, and success of BIPOC community members in programs.</p> <p>Selection processes employ equitable strategies and account for barriers to applications and access to artists programs. Selections, hires, and commissions are made after candidate pools are representative and diverse.</p>	

Tool 2: Choice Points Criteria and Selection Worksheet

Questions to Consider: Is your Choice Point..	
Race Explicit?	Are there areas where race is currently not being addressed head-on? Can race, racism, and racial impacts be talked about explicitly? Strategies for racial diversity and inclusion are not the same as strategies for racial equity. It's important to choose actions that are explicitly and specifically about institutional racism.
More than just diversifying?	Is your choice point moving beyond diversity to

	equity, with real consideration for how decision-making and power dynamics impact BIPOC? Is it an opportunity to move beyond outreach, access, and inclusion strategies - to meaningful equity strategies?
Right-sized?	Is it right-sized for your organization in terms of your capacity, resources, readiness, internal will, and momentum?
Enlisting more allies, peers, and partners in your organization and network?	Will your choice point generate options for engaging more allies within your organization and network, in order to build investment, energy, and readiness for shared racial equity?
An “Add-in” and shared across organizations?	Is it an “add-in” rather than an “add-on” so that racial equity work is integrated and embedded into existing work and projects, rather than becoming siloed in one department or within one team or person? Is the labor shared equitably?

Program	Choice Point	Date or Frequency	Decision-Makers Involved

Tool 3: Racial Equity Prime

Assessment questions used when making decision to ensure racial equity in our work:
1. Who is benefiting from this decision?

2. How are we being explicit about our commitment to racial justice?
3. How does this decision affect the BIPOC we serve (participants) and BIPOC LC/members?
4. What is the desired outcome of this decision? And how does this outcome connect to our commitment to racial justice?
5. Who are we excluding? How can we be more inclusive with this decision?
Additional questions we should be tackling: <ul style="list-style-type: none">• Who should be a part of the conversation when going through the questions?• When should the conversation take place?• How do we know we are done having the conversation?• What happens once the conversation is over?