**Racial Equity Framework**

Advancing racial equity requires attention to the norms and culture of a group, how resources are distributed, who makes decisions and on what basis, to whom the group holds itself accountable, and other issues of power and privilege.

**Why lead with race?**

- Disparities are greatest by race. Across all indicators, including health, housing, income, graduation rates, incarceration, death, etc., people of color, especially Black people, have disproportionate negative outcomes. By leading with race, we are able to focus our resources on the root causes of many of the problems we are trying to solve, (intentionally through culture and climate) and externally as we prepare the architects and planners of the future.

- Our students, faculty, and staff are asking us to do so. So is university leadership. They are organizing, pushing, and mandating that we lead with race and racial equity. The Office of DEI is also asking everyone across campus to make equity-based decisions that reflect racial equity.

**What about our DEI plan?**

- We need to focus. We recognize that all forms of oppression are important and work toward having an intersectional approach that also addresses sexism, heterosexism, ableism, and other systems of oppression. Other areas of disparity will follow if we start with race.

**How do we focus everyone?**

- We can still accomplish our DEI goals while centering racial equity. Leading with race doesn't mean that we don't work toward addressing other systems of oppression and historically disadvantaged people (people with disabilities, low-income people, LGBTQ+ people, people of color). It means that we do this work intersectionally, because our community may hold multiple oppressed identities at once. Centering on race allows us to make sure that people of color, particularly Black people, don't fall through the cracks and are missed. This also means that we can use tools based on race to understand and address all kinds of systemic oppression, leading to equity for all.

**Who is represented in decision-making? Are the right people in decision-making?**

- When making decisions, there can be a tendency to choose a jury and act equitably. The misconception is that equity-based decisions take time to implement; however, decisions can be made quickly and prioritize issues affecting people of color, specially Black people.

**How do we increase community engagement and transparency?**

- Knowledge is power. Transparency and genuine community engagement allow for people to be informed of their lives. An organization should share how resources are distributed, who makes decisions and on what basis, to whom the group holds itself accountable, and other issues of power and privilege.

**Are the right people in decision-making?**

- Are the right people in decision-making? If not, how would doing so change my decision change? Am I investing time and/or resources into this decision? If so, how can I embed racial equity into this decision making process? How so? Am I involving people affected by this decision in the decision making process? How so? Am I uplifting the experiences, knowledge, and contributions of people of color in this decision? How so? Am I learning about racial equity and how embedding it advances racial equity and benefits all, including people of color, particularly BIPOC.

- Teach racial equity, resources must be invested. This could be time of funding, or both. Time needs to be allocated to develop new ways of teaching, working, and learning. Funding must be invested in white犁 ships, accessible ways of teaching materials, etc. In addition, time and funding must be allocated to develop new ways of thinking and behaving, including new culture that dismantles whiteness supremacy.

**Racial equity training is critical to develop a racial equity lens.**

- Embedding racial equity in our DEI plans. The president is also calling for this. We lead by example and show the importance of adjustments made to policies and programs. We recognize that all forms of oppression are important and work toward having an intersectional approach that also addresses sexism, heterosexism, ableism, and other systems of oppression. Other areas of disparity will follow if we start with race.

**The misconception is that equity-based decisions take time to implement.**

- Equity-based decisions take time to implement. However, decisions can be made quickly and prioritize issues affecting people of color, specifically Black people. This also means that we can use tools based on race to understand and address all kinds of systemic oppression, leading to equity for all.

**What is the purpose of the DEI plan?**

- The purpose of the DEI plan is to provide a framework for advancing racial equity. This plan includes goals, strategies, and time frames for implementing changes to address equity concerns.

**Embedding racial equity is doing your work with people of color for people of color.**

- To undo the damage racism has done to all.