



United Way
of Greater St. Louis

MEMBER AGENCY STRATEGIC TRANSITION PLANNING SERIES

Session #8 Overview – Applying a Racial Equity Lens

January 11, 2019 | 9:00 a.m. – noon | Kira Hudson Banks PhD

APPLYING A RACIAL EQUITY LENS: Exploring Ways to Advance Equity

We know that applying a racial equity lens is important, yet we often do not know where to begin. This workshop will provide context for understanding the steps necessary to move toward racial equity and how to assess where your agency is on the pathway to racial equity. The presenter will share definitions and terms related to equity, examples of application, tools for assessment, and step-by-step guides for beginning to adopt a racial equity framework. A primary workshop objective is to help agencies understand how they can potentially apply the concepts of racial equity to (enhance) current initiatives and/or the broader infrastructure, to encompass the principles of racial equity.

Special Instructions: Bring your agency's SWOT analysis (if you have one) and written external statements or internal documents your agency has related to addressing diversity, inclusion, or equity. SWOT = Strengths, Weaknesses, Opportunities and Threats, typically an initial strategic planning activity

Target Audience: Board members, Executive Directors and other organizational leaders in high level decision-making, planning and/or implementation capacity

Learning Objectives:

- Participants will improve knowledge about the meaning & significance of applying a racial equity lens
- Participants will better understand how to assess agency infrastructure & programs for equity advancement
- Participants will gain insight on how to integrate racial equity efforts into other agency priorities
- Participants will advance learning about common obstacles to implementing effective strategies and how to overcome them

Key Concepts:

- Statistics related to black & white people's lives in St. Louis
- A Path to Racial Equity
- Sustainable Equity Development Goals – Action & Impact Metrics based on disaggregated data
- The Mouse and the Elephant

Concept Application/Small Group Exercises: Participants will reflect on where their agency is on the path to racial equity, agency's current metrics & changes to consider and SWOT analysis, documentation and next steps.

Major Take-Aways by Participants: (1) Framework, tools & resources: developing awareness and understanding of actions to take; making a plan, action steps to make change and path to racial equity; (2) Disaggregating data on outcomes to see how/where race is a factor; and (3) This is big work, a journey that requires vigilance & specificity on work in prioritizing racial equity.

Key Concepts in Common with Other Sessions: This work integrates with all other Series sessions

To Learn More:

The Equity Indicators Baseline 2018 Report, City of St. Louis: <https://www.stlouis-mo.gov/government/departments/mayor/initiatives/resilience/equity/documents/upload/Equity-Indicators-Baseline-2018-Report-Documents.pdf>

About the Presenter:

Dr. Kira Banks has been working to support individuals and groups to understand themselves, others and systems of oppression for 20+ years. Banks is Associate Professor in the Department of Psychology at Saint Louis University where her research examines the experience of discrimination, its impact on mental health and intergroup relations. Banks' expertise was sought after and she served as a racial equity consultant for the Ferguson Commission and continued as the Racial Equity Catalyst for Forward Through Ferguson. Her thinking and writing have helped frame racial equity in the St. Louis region. Banks is also co-principal of The Mouse and the Elephant, which develops customized curriculum to meet organizations' long-term needs.