

# Racial Equity Toolkit

## to Assess Policies, Initiatives, Programs, and Budget Issues

The Seattle Race and Social Justice Initiative (RSJI) is a citywide effort to end institutionalized racism and race-based inequities in Seattle. RSJI builds on the work of the civil rights movement and the ongoing efforts of individuals and groups in Seattle to confront racism. The Initiative's long term goal is to change the underlying system that creates race-based inequities in our community and to achieve racial equity.

Study after study shows that race continues to determine a person's access to opportunity. We can change this. We know it is possible to achieve racial equity in Seattle by focusing on opportunities; using data to measure progress; aligning strategies across City departments; and strengthening partnerships across institutions and with the community.

### What is the Racial Equity Toolkit?

The Racial Equity Toolkit is a set of questions to guide us as we assess how our policies, projects, initiatives and budget decisions benefit and burden communities. The Racial Equity Toolkit is a critical part of the City of Seattle's overall effort to eliminate racial inequity by focusing on upstream issues. It requires us to:

1. Apply racial equity tools to our programs and projects.
2. Build racial equity into policies and initiatives.
3. Partner across City departments and with other institutions and the community.

### Together we can advance opportunity for all.

By using the toolkit our processes will promote racial equity. We will:

- Listen to the voices of communities of color to understand how the policy, program, initiative or budget issue will burden or benefit the community.
- Raise awareness of racial justice issues and increase racial consciousness.
- Work across departments and with other institutions and the community to align our strategies and create greater public will.
- Evaluate our progress over time and share the results with the community.

#### Data will be used to:

- Increase our understanding of the racial inequities that influence people's lives.
- Identify racially equitable community outcomes in education, health, criminal justice, community development, jobs or the environment.
- Set goals to eliminate racial inequity and measure the outcomes of our work.

To learn more about the Seattle Race and Social Justice Initiative and the Racial Equity Toolkit, visit [www.seattle.gov/rsji](http://www.seattle.gov/rsji) or contact Brenda Anibarro at (206) 684-4514, by email at [brenda.anibarro@seattle.gov](mailto:brenda.anibarro@seattle.gov).



The Racial Equity Toolkit