

## Commitment to Racial Equity

Confluence is engaged in an ongoing process to identify inequities in our programming, organizational culture, and community and to constantly reassess Confluence's role in helping end systematic oppression.

## What is a Racial Equity Lens?

A racial equity lens is a set of questions we ask ourselves when we are planning, developing or evaluating a policy, program or decision. It helps us assess if we are taking in the perspectives of the racially diverse people and communities we intend to serve, and whether our policies and programs are resulting in equitable or inequitable outcomes. An equity lens helps us see where challenges and opportunities exist, so that we can make intentional steps to ensure more equitable outcomes for all individuals and communities.

The Lens alone is not the solution, and using the Lens is not an exact science. Working toward similar goals with our partners, building organizational capacity, meaningfully integrating community voice, and strengthening structures of accountability within our workplaces are just a few other key strategies necessary to eliminate inequities. While challenging and often uncomfortable, these conversations are critical to addressing our historical inequities and moving this work forward.

## Racial Equity Lens Tool:

- *Who is positively & negatively affected (by this issue) & how?*
- *How are people differently situated in terms of the barriers they experience?*
- *Are people traumatized/retraumatized by your issue/decision area?*
- *How are we meaningfully including or excluding people (communities of color) who are affected?*
- *What policies, processes, & social relationships contribute to the exclusion of communities most affected by inequities?*
- *How are you/your issue or decision accounting for people's emotional and physical safety, and their need to be productive and feel valued?*
- *What are the benefits and burdens that communities experience with this issue?*
- *How is the current issue, policy, or program shifting power dynamics to better integrate voices and priorities of communities of color?*
- *How are you considering environmental impacts as well as environmental justice?*